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# The AMERICAN TEACHER

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66

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SEPTEMBER, 1957

## Signals Teachers Crusade

### Megel Outlines Program at All School Levels

CHICAGO, Ill.—President Carl J. Megel signaled a crusade to increasingly organize the nation's college as well as public school teachers, in his annual address to the Forty-first AFT convention here.

He said the program is necessary to secure the higher salaries and other correctives to end the growing shortage of 400,000 degree teachers.

He declared that positive methods are now required to correct school shortages, called on Locals to press for collective bargaining with their school boards and urged a "speedy renewal" of the fight for Federal aid for education.

**Charges President Straddled**  
Megel charged President Eisenhower with "vacillation" and "riding both sides of the fence" in allowing Federal aid for school construction to be defeated in Congress recently.

"Two days before the bill's defeat by a 3-vote margin in the house," Megel said, "the President could have made 20 'phone calls and the bill would have passed easily. Instead he surrendered to special interests, be-

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### Teacher, Labor Leaders Keynote for Better Schools



Mrs. Rosalie C. Kraus of Moline, Ill., chairman of Forty-first annual convention committee; Walter Reuther of Detroit, AFL-CIO vice-president and president of the United Auto Workers, and Dr. Philip Taff of Providence, R. I., professor of economics, Brown university, who addressed the banquet, with AFT President Carl J. Megel, standing, who keynoted the session on its opening day.

### Reuther Urges Less Talk, More Action

CHICAGO, Ill.—Declaring that "we are living in a moral crisis," Walter Reuther, AFL-CIO vice-president, told delegates attending the Forty-first annual AFT convention banquet that the nation "needs less pious talk and more practical action on education problems."

Reuther, also president of the United Auto Workers, pointed out that many members of Congress pledged support of Federal aid for school construction to get elected and then voted against it.

He scored the hypocrisy of the "unholy alliance" which defeated Federal aid, and called for "an election day accounting."

#### Take Other Aid

"People who fight Federal aid for schools," he said, "are willing to take all other kinds of government subsidies, such as for highways, without expressing fear of government control."

"We are for local control of education, but we know that the Federal government must of necessity assist in overcoming education deficits."

He pointed out that the rights

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## Minnesota Enacts Teachers Bargaining Law

### Delegates End Constitution Revision, Make Dues Change

By Hope V. Carey  
Chairman, Constitutional  
Amendments Committee

CHICAGO, Ill.—The American Federation of Teachers moved away from its Forty-first annual convention with a completed up-to-date version of its constitution.

Taking action on articles 3, 5, 7, 9, 10, 11, and 12 of the constitution and accepting changes in the verbiage of the By-Laws, the delegates to the convention completed a 3-year project of revision which had its start at the Constitutional Convention of 1955.

Recognizing the need for revision in the light of our expanding organization, the delegates have moved steadily over the 3-year period to bring the consti-

tution into line with present day practices and interpretations.

The most important single change came in the revision of

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### AFT Offers Occupational Insurance Through Lloyds

CHICAGO, Ill.—The Executive Council of the American Federation of Teachers in post-convention session here adopted a plan making low-cost occupa-

tional liability insurance of \$25,000 per member, underwritten by Lloyds of London, available to Locals effective Oct. 1, 1957.

The plan was recommended by an AFT insurance committee headed by Miss Phyllis Hutchinson of Portland, Ore., AFT vice-president, after it had been requested by numerous Locals, due to and following law suits arising from the critical discipline problem in the schools.

While participating Locals must cover all members, the plan, an AFT service, is voluntary and its provisions include:

"The AFT will take over the cost of the liability insurance for the entire membership of the AFT (excepting where school boards supply such insurance) for the first six months of the program from Oct. 1, 1957, to

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### E. Chicago Local Regains Highest BA Starting Pay

E. CHICAGO, Ind.—The East Chicago Teachers Federation, Local 511, regained the "nation's - highest - BA - minimum" crown for 1957-1958 by negotiating a \$4,902 salary for starting Bachelor's degree teachers in this Chicago-area industrial city.

The new minimum represents a \$228 increase over the past school year's \$4,674, which was the highest BA starting salary

until a \$4,800 minimum was won by the Niles Township (Chicago suburban) High School Federation of Teachers, Local 1274.

#### Increase For Masters

The new East Chicago BA maximum of \$6,878, an increase of \$304, is reached in 15 years, and the MA range goes from \$5,016, increased by \$228, to \$7,372, a \$342 increase, in the same number of years.

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### New AFT Local Wins Election In First Test

MINNEAPOLIS, Minn.—A "far-reaching" amendment making collective bargaining innovatively mandatory when requested by public employees, including teachers, was added to Minnesota's no-strike law in the closing days of this year's state legislature.

Charles E. Boyer of Minneapolis, AFT vice-president and chairman of the legislative committee of the Minnesota State Federation of Teachers, said the new law, sponsored by the MSFT and backed by other public employees' unions, gives public employees in Minnesota "some of the rights held by labor unions in private industry."

Believed by Boyer to be the first of its kind in the country,

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## Signals Crusade

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cause Federal aid represents a transition in the school tax structure."

The AFT president reviewed salary and legislative gains made by teachers' unions this year, and declared that remuneration and climate in which teachers must work are still far from adequate. He added that the membership goal of the AFT must be 100,000 in the immediate future compared with the current 51,000.

### Outlines Bargaining Program

"We must," he said, "insure to all our locals the right of collective bargaining with their school boards, for the following objectives:

"1) An adequate single salary schedule. (The convention later went on record for a single salary schedule, starting at \$6,000 and going to \$12,000 in eight steps at the Bachelor's level, with a higher ratio for advanced training.)

"2) Reasonable class sizes in modern buildings equipped for instruction in this age;

"3) Enactment of tenure laws in every state to protect teachers against arbitrary discharge;

"4) Adequate accumulative sick leave and hospitalization insurance;

"5) Supplementation of retirement pensions with social security;

"6) Published school personnel procedures; and

"7) Free and uninterrupted lunch periods."

He declared that the accomplishment of these objectives will do much to "restore teachers to a status of true professionalism."

### Fight Fear Devices

But, he warned, union teachers must also fight to eliminate "devices that create a climate of cynicism, fear and oppression among teachers." "We must continue," he said, "to oppose with all our vigor attempts to:

"A) Reinstate the discredited merit rating system of pay, which wrecks the single salary schedule;

"B) Lower professional standards, which encourages employment of unqualified persons to teach;

"C) Mass education by television if used as a substitute for classroom teacher-pupil relationship, and

"D) Overload teachers, and disrupt instruction with class interruptions by special extra-curricular projects."

Megel charged that there is a growing anti-labor bias in colleges, and a trend toward the same conditions that have resulted in teacher shortages in elementary and secondary schools, following mounting college enrollments.

### College Patronage System

"College teachers," he added, "are subject to a pernicious patronage system not duplicated anywhere else. We need to establish a realistic college salary schedule which will break the monopoly of the present undemocratic rating system of pay."

While there are presently AFT locals in numerous state university and teachers' college faculties, Megel said a definite program for union action on the college level will be worked out. "Specific points of this program that can be stated now," he added, "include:

"1) A minimum salary of \$6,000 a year for any beginning full time college instructor and a \$15,000 minimum for a full professorship;

"2) Regular and automatic salary increments and rank promotions for all individuals maintained in employment;

"3) Adequate support (especially time off with pay) for research, to all faculty members desiring it, as part of the regular contractual agreement, not as a plum handed out arbitrarily by administrators or committees responsible to no one, and

"4) Autonomy for each faculty member to organize and reorganize the courses in the teaching area for which he is hired."

### Changes Impending

Megel began his address by citing that since 1830, civilization has progressed from the covered wagon to the atomic-jet age in which man flies faster than sound; that imagination-staggering changes of the next decade call for immediate improvements in the nation's education structure and curricula.

ed their membership quotas for 1956-1957, making it the second-highest year, exceeded only by the 1955-56 total of 126 Locals. At the banquet of the forty-first AFT convention here, Carl

J. Megel, president, presented each of the quota Locals with Citation Award certificates.

Special Citation Awards were given to the Illinois State Federation of Teachers for having the most Locals over their quota, with 21; to the Minnesota State Federation of Teachers, second-highest with 18, and to the Michigan State Federation of Teachers, whose 16 Locals ranked third.

Forty-five Locals not previously listed in The American Teacher publications, who are shown by their per capita to have made or exceeded their membership quotas, follow:

California—San Francisco Federation of Teachers, Local 61; Vallejo Federation of Teachers, Local 827; Los Angeles Teachers Union, Local 1021, and Berkeley Federation of Teachers, Local 1078; Canal Zone—Atlantic Teachers Union, Local 228; Connecticut—Hamden Teachers Federation, Local 804.

Also, Illinois—Rockford Federation of Teachers, Local 540; West Suburban Teachers Union, Local 571; Springfield Federation of Teachers, Local 601; Peoria Federation of Teachers, Local 780; Southwest Suburban Teachers Union, Local 943; Belvidere Federation of Teachers, Local 1174; Thornton Fractional Township Elementary Teachers Federation, Local 1183; Evergreen Park Federation of Teachers, Local 1250; Streator Township High School Federation, Local 1270, and Niles Township High School Federation of Teachers, Local 1274.

Also, Indiana—Gary Teachers Union, Local 4; South Bend Teachers Local 679; Kokomo Federation of Teachers, Local 811, and Whiting Teachers Union, Local 1040; Louisiana—New Orleans League of Classroom Teachers, Local 527; Maryland—Baltimore Teachers Union, Local 340; Massachusetts—Amesbury Classroom Teachers Association, Local 1033.

Also, Michigan—East Detroit Federation of Teachers, Local 698; Van Dyke Federation of Teachers, Local 892; Melvindale Federation of Teachers, Local 1051, and Van Buren Township Federation of Teachers, Local 1133; Minnesota—Minneapolis Federation of Men Teachers, Local 238; Lake County Federation of Teachers, Local 737; Wayzata Federation of Teachers, Local 1191; Willmar Federation of Teachers, Local 1209; Osseo Federation of Teachers, Local 1212; and Minnesota Dept. of Education Federation, Local 1240.

Also, Montana—Anaconda Teachers Union, Local 502; New Jersey—Jersey City Federation of Teachers, Local 752, and Woodbridge Township Federation of Teachers, Local 822; New York—Buffalo Industrial Teachers Association, Local 39; Ohio—Oregon Township Federation of Teachers, Local 1080, and Adams Township Federation of Teachers, Local 1199.

Also, Pennsylvania—Philadelphia Federation of Teachers, Local 3; Rhode Island—Woonsocket Teachers Guild, Local 951; Wisconsin—Superior Vocational Teachers Union, Local 395; Wisconsin Rapids Federation of Teachers, Local 421; Eau Claire Teachers College Federation of Teachers, Local 917, and Two Rivers Federation of Teachers, Local 1252.



They presented constitutional amendments: AFT Vice-President Hope V. Carey of Pawtucket, R. I., chairman of the constitutional amendments committee, reports proposed revisions to the Chicago convention. Seated as consultants are committee members Mary C. McKeough, treasurer, Pawtucket Teachers Alliance, Local 930, and AFT Vice-President Rebecca S. Simonson, New York Teachers Guild, Local 2.

## Constitution

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Article IX pertaining to revenue. Long a matter of concern and deliberation to AFT members, the per capita tax question was resolved in the form of change in the basic dues structure by replacing a schedule based on salary per annum by a flat per capita rate of 60 cents per member per month.

### Changeover in Dues

The changeover from the present schedule to the 60 cent rate will be spread over a two-year period to lessen the impact that the change will make on the finances of the individual Locals.

The amendment provides for the continuance of the present per capita schedule through the year 1957. Beginning on Jan. 1, 1958, the minimum per capita will be revised to a 55 cent level and subsequently on Jan. 1, 1959, the 60 cent rate will go into effect.

Consideration of proposed amendments to Article V dealing with changes in the election procedure of national officers resulted in the rejection of any limitation of the election of vice-presidents based on geographical location or areas of concentrated

membership. Likewise, qualifying limitations in the election of the president were rejected.

### Makes Articles Conform

Amendments accepted in several articles accomplished changes in verbiage which brought the language of several sections into conformity with previously accepted constitutional amendments. Of special note was the extension of the title American Federation of Labor to include "and Congress of Industrial Organizations."

The presentation of the 22 proposed amendments submitted by the Executive Council and by individual Locals was accomplished through the work of the Constitutional Amendments Committee.

In recognition of the number and importance of the submitted amendments, the first meeting of this committee was held on Sunday afternoon prior to the convention. The completed report was presented to the convention as the first order of business at the Wednesday afternoon business session.

With the adoption of the recommended changes in the language of the by-laws the revision of the entire constitution was completed.

## Mr. Reuther

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of children to grow should be limited only by their capacity to grow, and said that the problems of today cannot be solved by yesterday's tools.

### Lack Moral Courage

"The crisis in education," he added, "is not economic. We have the material resources and the know-how. We lack the moral courage and good sense to commit enough of our resources to the problem."

Reuther urged that up to 2 per cent of the gross national product be applied to Federal aid to education for the next five years. This, he pointed out would be about \$8 billion, or "less than what we paid to wage the last World War for one week."

He noted that the first atomic-powered aircraft carrier will cost \$340 million, or \$40 million more than was proposed in the house defeated bill for school construction aid for a year.

"Our values are out of focus," Reuther said. "There is something wrong with us when we do

not have the good sense to spend the money to train our people to live in peace.

"The only true measurement of the greatness of civilization is its ability to translate material wealth into moral standards."

Turning to the shortage of trained manpower, Reuther said Russia graduated 156,000 engineers in 1956, while the United States graduated only 75,000. "Education," he added, "is the key to our national survival."

### Pay Less Than Sweepers

"One half of our teachers," he continued, "make less than a sweeper in a Detroit auto factory. He added:

"Americans should have the good sense to put the future of their children at the top of their values and their pocketbooks down. We are in trouble if we are more concerned with the condition of our plumbing than with that of our education system."

"We will not meet the challenge of the future so long as our teachers are underpaid and our classrooms are inadequate."

## Honor Roll Locals

### 113 Make Quotas

CHICAGO, Ill.—A total of 113 AFT Locals made or exceed-



AFT President Carl J. Megel, right, presents Citation Award to Walter Ferre of Chicago, president of the Illinois Federation of Teachers, which state had the most Locals making their membership quotas. Minnesota and Michigan were second and third, for which Harvey Otterson of Minneapolis, and Jessie Baxter of Lincoln Park, state presidents accepted Citations for their organizations.



## AFT Convention Supports Argo Teacher, Tenure Case

CHICAGO, Ill.—The American Federation of Teachers, in its Chicago convention, pledged support to a Chicago suburban teacher-member who withstood "threats and coercion" to fight, first, a demand for his resignation and then his firing.

A resolution on "the violation of tenure rights" by the school board of the Argo (Ill.) Community high school stated the AFT position as follows:

"1) Commends Richard L. Hauswald for his courage in resisting the unwarranted action of the school board.

"2) Pledges the support of the AFT in his fight for reinstatement.

"3) Condemns the Argo school board for its shortsighted, high-handed, and unwarranted action, and

"4) Requests an investigation by all official educational agencies concerned, with the end in view of restoring confidence in the educational system at Argo, and for the purpose of preventing further departures from, and violations of, the intent of the tenure law."

John Ligtenberg, AFT general counsel and Hauswald's attorney, meanwhile, filed a demand with the Argo school board, in accordance with the state tenure law, for a bill of particulars and a public hearing.

### Five Teachers Quit

Hauswald was one of six teachers, all members of Southwest Suburban Teachers Union, Local 943, who had taught in Argo for from 11 to 26 years, who were called before the board and the superintendent on 15 minutes notice last spring. Under conditions which a report of the convention committee on civil and professional rights of teachers described as "a star chamber type of hearing," the



Mr. Hauswald

six were told they would face serious charges if they did not resign.

Five of the teachers subsequently found teaching jobs elsewhere. Hauswald chose to fight.

Carl J. Megel, AFT president, then directed a letter to Vernon L. Nickell, state superintendent of public instruction, in which he charged that "the course of action adopted at Argo was an attempt to evade the provisions of (the tenure) law by veiled threats and by means well adapted to exert the maximum pressure upon teachers to resign."

### For Conduct Probe

He called for an investigation to determine whether Robert G. Hayes, an employee of Noble J. Puffer, Cook County school superintendent, and Charles E. Wingo, principal of Argo Community high school, were "guilty of unprofessional conduct" warranting the suspension or revocation of their certificates to teach or supervise.

## Taxes Rather Than Teachers, NEA Concern

NORMAN, Okla.—Carl J. Megel, AFT president, charged in a debate at the University of Oklahoma here recently that "the financial interests" which indirectly control the administrator-dominated National Education Association are more interested in "taxes than in teachers."

Debating with Glenn E. Snow, NEA assistant executive secretary, on "Teachers' Associations vs. Unionization," Megel declared:

"We do not coerce any teacher to join our organization. We admit no administrators because we understand the difference between employees and management. A school superintendent is a representative of management."

"Management is the board of education, which usually is controlled by financial interests who are more concerned with keeping taxes down than in hiring and keeping competent teachers."

Replying to Snow's comparison of teachers to doctors and lawyers, Megel pointed out that the doctors and lawyers set their own fees and hours. "Teachers," he said, "are wage-earning professionals, and their salaries are fixed by school boards."

Megel praised the labor movement as having done more for education than "any other organization in America. It was labor which first established the idea of free, tax-supported public schools."

## AFT Leader On Fellowship In Europe

STOCKHOLM, Sweden — Dr. Lawrence Wahlstrom, immediate past president of the Eau Claire (Wis.) Teachers College Federation of Teachers, Local 917, is studying the teaching of undergraduate mathematics here on a National Science Foundation faculty fellowship.

Dr. Wahlstrom will remain at the University of Stockholm this semester, move to Uppsala university next semester, and to the University of Oslo for the 1958 summer session.

Dr. Wahlstrom was an officer of teachers college Local for eight of the nine years he taught mathematics at the school, the final four as president.

He was chairman of the education committee of the Eau Claire Trades and Labor Council, of the local consumers cooperative, and headed the civil rights committee of the Wisconsin State Federation of Teachers.



Dr. Wahlstrom

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## Butte School Board Backs AFT 332's Security Clause

BUTTE, Mont. — The Butte school board has allied itself with union teachers in defense of the union security clause in the contract it negotiated with the Butte Teachers Union, Local 332, which requires teachers to join the union to win increments and other benefits.

This unusual development occurred when the board filed in the second judicial district court at Butte an answer to the suit brought by eight non-union teachers with the backing of the National Education Association and the Montana Education Association.

### An Orderly Operation

"In the interest of the orderly operation of School District No. 1," Maurice F. Hennessey, school board attorney, wrote, "this school board, and its predecessors, have for some years negotiated with the union. This system of negotiations was to

the best interest of the school district."

At the same time, the Butte Teachers' Union and the AFT also filed answers. Briefs by their attorneys, Arnold Olsen of Butte and John Ligtenberg, AFT general counsel, pointed out that "this system of negotiation is for the best interest of the teachers, the school district, and the school children" and that the non-union teachers were trying to gain "the benefits" of the contract without paying any "part of the cost."

### NEA Fights Own Policy

Additionally, the AFT answer charged that the National Education Association and the Montana Education Association, which are backing the suit and have filed intervening petitions, with seeking "by statute, rule, or regulation of school boards, or by practice, advantages for its affiliates" similar to those objected to in Butte.



Panel on collective bargaining at the national convention: From left, John Ligtenberg, AFT general counsel; Charles Cogen, president of the New York Teachers Guild, Local 2; Charles E. Boyer of Minneapolis, AFT vice-president, moderator; Prof. Irvine Kerrison, acting director of Rutgers University Institute of Management and Labor Relations; Kenneth Hall of the Robbinsdale (Minn.) Federation of Teachers, Local 872; Miss Sara McNelis, secretary of the Butte (Mont.) Teachers Union, Local 332, and Mrs. Antonia B. Kolar, president of the Detroit Federation of Teachers, Local 231.

## Calls Bargaining Desirable, Necessary and Wholesome

CHICAGO, Ill.—A speaker at one of six workshops on union techniques at the AFT convention declared that collective bargaining has raised the level of classroom teaching in her locality.

Miss Sara McNelis, secretary of the Butte (Mont.) Teachers Union, Local 332, speaking on a panel on collective bargaining chaired by Charles E. Boyer of Minneapolis, AFT vice-president, stated:

"The participation by the teachers of Butte in policy-making with their board has raised the calibre of teaching and has made the classroom teachers' job more creative. Collective bargaining is desirable, necessary, and wholesome. It is democracy in action."

Miss McNelis stated that the Butte Teachers' Union has engaged in collective bargaining

with its board for the past 10 years and that for the past two years has had, in its master agreement, the union security clause which is now being challenged in the courts.

Another speaker, Mrs. Antonia Kolar, president of the Detroit Federation of Teachers, Local 231, said: "Teachers join unions to better their conditions and their profession. Collective bargaining is their instrument."

Other workshops, each led by an AFT vice-president, included: Organization, by F. Earl McGinness, Jr. of Wilmington, Del.; negotiations, by Mrs. Florence Sweeney of Detroit; publicity and public relations, by James L. Fitzpatrick of Milwaukee; grievances, by Paul B. High of Cleveland, and relations with labor, by Miss Rose Claffey of Lynn, Mass.

## Seattle Works to Re-Submit Levy Lost by Too Few Voters

SEATTLE, Wash.—The Seattle Federation of Teachers, Local 200, is campaigning to re-submit to the city's voters this fall the \$1,700,000 tax levy referendum for teachers' salaries which was approved by a five to one margin in May but lacked, by 6,560 votes, the necessary number to make it a valid election.

"A peculiar anti-education state law," Travis L. Houser, SFT publicity director, said, "stipulates that voter turnout for a school levy election must be 40 per cent or more of the number who voted in the last

school election. The 63,000 who voted were short of this by 6,560."

Seattle teachers, meanwhile, returned to school with salary increases that had been guaranteed regardless of the referendum results. These raised the salary range to \$4,000 to \$6,800 from the old \$3,600 to \$5,800.

The Seattle school board, which opposed the May vote until the teachers' union forced it on the ballot, is also resisting a fall referendum and is talking of "cutting educational services" and increasing class size already among the highest in the nation.

## Guild Leader Co-Author Of New Book

NEW YORK, N. Y.—Theresa A. Cohen, treasurer of the New York Teachers Guild, Local 2, is the co-author, with L. Victor Burger, assistant superintendent, and Paul Bisgaler, assistant principal, of a recently-published book "Bringing Children and Books Together."

Conclusions reached in the book include:

1) An intensive library program raises the level of children's reading achievement;

2) A planned program in library reading improves the total language arts program, and

3) The teacher's personal attention to individual children in an extensive reading program is an important factor in encouraging children to read more and better books.

The book is available from the Library Club of America, 28 W. 44th st., New York, N. Y.



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## This Matter Of Taxes

By James L. Fitzpatrick\*

You have all heard the old saw that *nothing is certain except death and taxes*, which is generally attributed to Benjamin Franklin. If America's first great intellectual actually said it, he probably did so with tongue in cheek, for we well know that many of his practices were not in line with some of his well-known adages of Poor Richard. Furthermore, Franklin was civic-minded, was interested in the advancement of education, and was well aware that taxes are required to pay for public services.

But referring again to the old saw, we are not so sure that taxes are always certain, at least in large enough volume today to pay for our expanding and increasingly more expensive public services—due of course, to our present steady inflation—especially on the local level.

Units of local government, whose income is based primarily on the property tax, are especially hard pressed, and are searching for new sources of revenue. The states don't have it so good, either. Only the federal government, relying mainly on the income tax which becomes increasingly more lucrative in a rapidly expanding economy, can easily keep up with increasing costs of governmental services.

The inadequacies of existing local tax sources was recently emphasized at the AFT Workshop at Pennsylvania State University. Ewan Clague, commissioner of the Bureau of Labor Statistics, pointed out to the teachers that property taxes, which are the main source of local revenue, constitute the most slowly increasing type of taxes. While school costs have mounted and multiplied during the last ten years, income from the property tax has increased at a snail's pace—something like 10 per cent for the decade. Obviously this is an inadequate tax source for local government, and will become more inadequate as needs and costs expand.

The commissioner of the Bureau of Labor Statistics called on teachers to recognize this tax emergency and urged them to do something about local taxes. Not only should they institute studies, and make recommendations for use of new sources of local revenue, but they should alert all fellow-trade unionists to the tax emergency and enlist their support for a more adequate local tax program. This situation constitutes a real crisis in America today, and all union teachers have an obligation to take the lead in helping school boards to find adequate revenue for the schools, especially in the face of the failure of the Federal government to act on school aid.

Another discussion group at the Workshop—one composed of both teachers and members of the Pennsylvania Federation of Labor—took up this problem and were urged to take immediate action, to halt the rapid deterioration of our public schools because of lack of local revenue. This, the discussion leader said,

\* Vice-President, American Federation of Teachers.

was the duty of trade unionists and a challenge to organized labor.

By the same token, locals should also institute studies of state taxation, because the difficulty of increasing state aids is becoming more apparent. New sources of revenue, or increased revenue from existing sources, also is a crying need in many states. Proposals for revisions should be pushed before school boards and city councils, as well as state legislatures.

By resolution, the AFT convention which just met in Chicago, urged action on the state and local levels to modernize our "obsolete and inadequate tax systems." So, for 1957 the problem of taxation should be given top priority by locals throughout the nation, and every local should have an active and aggressive taxation committee. The need is now!

"A professional worker frequently fears he will be reduced to the level of a human being by economic association with other human beings in a trade union."—Jack Barbash, research director, AFL-CIO Industrial Union Department, at the AFT Madison Workshop.

## Washington Notes

By Selma M. Borchardt\*

**FOREIGN STUDY and Teaching Opportunities:** Applications for foreign teaching and study opportunities for the year 1958-1959 must be filed before October 15. Applications may be had from the Division of International Education, United States Office of Education, Department of Health, Education, and Welfare, Washington, D. C.

Your local has been sent a pamphlet describing the foreign study and teaching opportunities available. Your Washington office will have you sent additional copies if they are needed, or will send you a more detailed report, if requested by you.

**A FOREIGN TEACHER GUEST in Your Community?** The list of foreign exchange teachers who are our guests this year has been sent to your local, from Washington. If your community has a foreign teacher as its guest this year, please keep your Washington office informed on how you are making your guest welcome.

**FEDERAL AID:** Of course, the fight goes on to have our national government share with the states and the local communities the financial responsibility for giving every child and youth an opportunity to get a good education. The American Federation of Teachers is continuing its fight. Ask for less next year? We are asking for more!

Sen. James Murray of Montana is again introducing his bill providing federal aid for public school teachers' salaries. "Everyone knows we need school buildings," said Sen. Murray, "but we also need good teachers to put in our schools. I am again introducing my bill asking for Federal aid for public school teachers' salaries. We can not recruit teachers, we can not hold teachers if we do not pay them an adequate salary. Most states and local communities would pay teachers more if they had the money now or could raise it now. But in many places they can not raise the funds either because there are no further tax resources available or because statutory limitations prevent their raising the needed funds now. Hence, they must have Federal aid for teachers' salaries—Now."

Rep. Cleveland Bailey of West Virginia who led the House fight for the school construction aid bill regards this as "a major fight for fundamental American principles." "We who believe in our nation as an enlightened democracy must fully support our public schools with local, state, and federal funds. Our national government has a profound moral responsibility to help the states to give to everyone the training which will equip him for intelligent, active participation in our government. I propose to carry on the fight for Federal aid until the national government assumes its full and proper share of responsibility."

**AID FOR IMPACTED AREAS:** Congress has extended P. L. 815 (school construction aid), but it has cut off P. L. 874 for M. & O. (maintenance and operation) beyond the current year. Every parent and every teacher will be interested in having the provisions of 874 restored and extended, early in the next session of Congress. If your school is receiving aid through the Impacted Area program you will be interested in knowing that your superintendent will receive the regular application blanks early in September. His "cut off date" for filing his application will be some time between Nov. 1 and Nov. 15. In many communities our members have gone to their superintendents to help plan with them the program through which the best possible use can be made of the Federal funds allotted the area. Such a cooperative approach helps, at times, assure support when legislation covering this program is again before Congress. In January when Congress reconvenes, great effort must be put on securing the extension of 874, the bill for M. & O.

**THE EBERHARTER AMENDMENT:** The Eberharter Amendment has now passed both the House and the Senate and awaits the President's signature. This bill was asked for and supported by the AFT, the only educational organization working for this legislation. The bill was introduced by Rep. Eberharter to make it possible for any of the states eligible for "pick-and-choose" to reduce the 90 day notice period which, under the present law must be given to the members of a retirement system before a referendum may be held. Eberharter wanted the 90 day notice period to start to run as soon as the members are notified that the retirement system will be divided. H. R. 8821 as it passed Congress, permits the specified states to provide coverage without a coverage referendum for those retirement system members who have chosen to be included in that part of the retirement system desiring old age and survivors insurance coverage. With the enactment of this bill the AFT brings further service to our teachers. Another AFT victory!

\* Washington representative, and vice-president, American Federation of Teachers.

## The President's Column

By Carl J. Megel

**WE ARE IN** an atomic-jet age. Changes to come in the next 25 years stagger the imagination. In 1830, man traveled by covered wagon; in 1840, by stage coach; in 1850 the pony express sped communication, and in 1860 the railroad became the milestone of progress.

Today, jet-powered airplanes span the continent faster than sound, and faster than the speed of a bullet. A new age is developing; motivational research, demography, and automation are a part of it.

Herein lies a tremendous challenge to all of us in the American Federation of Teachers, and to all parents and teachers everywhere. Our schools, our universities and our teachers must prepare our children for living in a new world.

No man will be able to keep pace with progress by merely knowing how to use his hands. Education must be pointed to the future, rather than remain in a static present. Yet it slumbers under public apathy.

The future of civilization depends on the awakening of those who control our schools. They must be held answerable to the question: Are our children being educated to cope with the world of tomorrow? The answer is especially the responsibility of our legislators who determine the financial obligations of the nation and state.

**WE MUST AROUSE** teachers, parents and citizens to awaken all politicians to the explosive acuteness of the obligation they have for properly maintaining our schools. Such an experience happened to Gov. Stratton of Illinois. The governor had been touring Illinois, opposing Federal aid legislation. At the same time he successfully pressured his legislature to cut \$40 million from state aid funds to schools. Consequently Illinois will be forced to finance its schools by deficit financing.

Recently, when the governor was introduced at a public affair, he was booed by the large audience. He professed amazement and astonishment, but serious reflection will tell him that his opposition to adequate financial support for education in part created the reaction.

**THE AMERICAN** Federation of Teachers has gained stature and prestige in every area of the country during the past year. Progress has been made, at school board conference tables, in state legislatures, and in varying and sundry other activities. Never before have State Federations and Locals made such important contributions in their respective state legislatures.

Education's challenge is in legislative halls, and our answer has been expanded legislative activity. State supported teachers salaries were increased in 24 states and state aid formulas per child were increased in a number of states including Michigan, Illinois, Colorado, California and Pennsylvania.

Improved tenure laws were passed in Colorado, Oregon and California. Minnesota's enactment of a collective bargaining law is related elsewhere in this issue. Improved retirement and social security measures were enacted in New York, Ohio, Indiana, Minnesota and Washington. Statewide merit rating was defeated in Ohio, Indiana and Pennsylvania.

Massachusetts passed legislation giving teachers access to their personnel files, and Illinois to provide a 30-minute duty free lunch period for all teachers. Legislative representatives of our State and Local Federations and others who worked in the state capitols deserve a personal Thank You from every teacher.

**THE A. F. OF T.** is the only organization capable of providing the techniques by which teachers can find real and lasting solution to their problems. Every Local in the A. F. of T. has been able to secure advantages for its teachers and improve its educational system. Our advance however is retarded by the inertia of the unorganized teachers.

Our goals and interests require that we give ever increasing attention to organization and membership. More than ever today, we cannot be content with a stabilized membership. I want to hold before our leaders again, and again, and again our objective of at least 100,000 members. I am confident that the coming year will show substantial membership growth. Officers of many Locals began preparing in July for an aggressive fall membership drive.

The hurricane headlines flashed by Labor's opponents, open shop dust storms and big winds against organization may not blow over. It is up to us to make a little weather for ourselves. Today's climate is exactly right for telling teachers all over the country the exciting story of the American Federation of Teachers and the benefits of belonging.



## Teacher-Coach Sues to Get Job Back Under Tenure Law

KANKAKEE, Ill.—A former football coach at Bradley-Bourbonnais high school here who pointed out violations of athletic eligibility rules by his school and was fired because of it has filed suit, through John Ligtenberg, AFT general counsel, in the circuit court of Kankakee county to get his job back.

Joseph Jepsen, a member of the Bradley-Bourbonnais Federation of Teachers, Local 1237, has taught for 21 years, 12 of them at the Kankakee school. He has had classes in mechanical drawing and woodworking and was football coach for six years until the fall of 1955.

During that football season,

the school used a player who was ineligible—a fact Jepsen made public. For this, he was served with notice of dismissal and a statement of six charges, including "disrespect of the board and its officers," and inciting "misunderstanding and distrust" of the superintendent and the new coaches by accusing them of attempting to conceal the ineligibility of the player involved.

In a board hearing, the six charges were reduced to three, but the firing was upheld. Ligtenberg, in his brief, charged: "The evidence shows that the dismissal was motivated by political, partisan, and capricious action of the board of education. His dismissal therefore violated the purpose of the tenure law."

## Mrs. Johansen Labor Union Vice-President

WEST NEW YORK, N. J.—The recent election of Mrs. Caroline Johansen, executive secretary of the West New York Federation of Teachers, Local 833, as vice-president of the Hudson County Central Labor Union, makes her not only the first teacher but also the first woman to hold that office.

Mrs. Johansen, a past-president and currently a vice-president of the New Jersey State Federation of Teachers, teamed up with Local 833 President Louis Brenner to obtain for West New York teachers this school year a \$150 longevity increment after 30 years of service.



Make plans for record membership year: John M. Livingston of Washington, D. C., AFL-CIO director of organization (third from right) and AFT President Megel shake hands at Chicago convention on plans to expand teacher organization as AFT Field Representatives Henry Clarke, Henry Becker, Sally Parker and Peter Bockstahler look on.

## Union Teachers Are Called Key to a Better America

CHICAGO, Ill.—John M. Livingston of Washington, AFL-CIO director of organization, told the forty-first annual AFT convention that "one of the greatest single forces for a better America would be the expansion of unionism in the teaching field," and declared:

"There is a need for organizing your field. There are economic, personal, and social reasons for that need. Thousands of teachers in every state, in every city, are in need of organization."

### Teachers Losing Chance

"Teachers have no one but themselves to blame for the predicament in which they find themselves. Lost, many of them are—lost in the economic race, lost in the prestige race, lost in the struggle which every human being wages to enjoy the opportunity of developing his potential to the maximum."

Livingston expressed the "solemn determination of the united labor movement" to aid the national teachers' union in a "joint organizing crusade" as

part of the AFL-CIO program of organizing the unorganized.

### Unaware of Problems

"Many of our high school students," Livingston said, "have no awareness of social problems or efforts made to solve them. Even worse, whatever understanding they may have has been influenced by the distortions of propaganda literature poured forth by such organizations as the National Association of Manufacturers, the chambers of commerce, and management-financed research organizations."

"I believe that the teachers of America, organized, would not permit their students to terminate their formal education with such glaring, inadequate preparation for life in a society teeming with social problems."



Delegates from new AFT Locals at Chicago convention: Mildred Thompson, Cahokia Commonfields (Ill.) Federation of Teachers, Local 1272, and Miriam Jaaske, Chisholm (Minn.) Federation of Teachers, Local 1276.

## Fair Resigns As Secretary Of The AFT

CHICAGO, Ill.—The resignation of Clinton M. Fair as secretary of the American Federation of Teachers, effective July 31, was announced by President Carl J. Megel who said it was "received with deep regret."

Fair tendered his resignation in a letter to Megel and the AFT Executive Council, announcing he had accepted an offer to head a new Workers Compensation Division in the American Federation of Labor and Congress of Industrial Organizations in Washington.

Fair took office as secretary of the American Federation of Teachers in its headquarters in Chicago, March 1, this year, coming from Lansing, Mich., where he was previously education representative of the AFL-CIO Allied Industrial Workers, Region 7. He is a former Michigan teacher and legislative secretary to Gov. G. Mennen Williams.

## 28 New Locals Organized

CHICAGO, Ill.—Of the 28 new American Federation of Teacher Locals organized in the 1956-1957 school year, the following five are in addition to those previously reported in the American Teacher:

Albany (Calif.) Federation of Teachers, Local 1304; Santa Monica (Calif.) Federation of Teachers, Local 1305; Laingsburg (Mich.) Federation of Teachers, Local 1306; Mt. Iron (Minn.) Federation of Teachers, Local 1307, and Buhl (Minn.) Federation of Teachers, Local 1308.

The first new Local for 1957-1958 is the North Kansas City (Mo.) Federation of Teachers, Local 1309.



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only look more appetizing in glass. They taste just the way you expect them to, because glass never adds anything to the flavor. Insist on soft drinks in glass.

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First Award winners in American Teacher Editorial Excellence contest: Snapped with Marie L. Caylor, editor, who presented awards are, Harvey Otterson of Minneapolis, president, Minnesota State Federation of Teachers, who accepted for the Federation's News-Letter, printed bulletin; Gustav A. Baack, president, Philadelphia Federation of Teachers, Local 3, accepting for Local's Bulletin, best mimeographed; and Louis McGuinness, Detroit Federation of Teachers, Local 231, which took first in the printed newspaper classification.

## Thirty-Two State and Local Papers Win Awards of Merit

CHICAGO, Ill. — The Detroit Teacher, publication of the Detroit Federation of Teachers, Local 231, again took first for newspaper editorial excellence in the American Teacher awards this year.

It was the third straight year that the Local 231 publication carried away top honors in the newspaper class. The Bulletin of the New York Teachers Guild, Local 2, was second in the category.

Awards of Merit were presented to 32 state and local teachers union publications at the Union Teacher Press Association Luncheon of the 41st AFT convention by Marie L. Caylor, American Teacher publications editor.

The award winning publications in three classifications — newspapers, printed and offset bulletins, and mimeographed bulletins — were selected by a board of disinterested judges comprised of Irwin Klass, editor of the Chicago Federation News, chairman; Mrs. Agnes Douty of the Labor Relations Institute of Roosevelt University, Chicago, and Richard Estep, editor of Labor News, Peoria, Illinois.

### Other Newspapers

The Union Teacher, of the Los Angeles Teachers Union, Local 1021, won first for artistic excellence among newspapers, while the Detroit Teacher also carried off second under this heading. Other newspaper awards:

**Best Editorial:** Chicago Union Teacher, for "Are the Schools to be Sold Short?" in its June, 1957, issue, first, with honorable mention to the New Jersey Teacher for an untitled editorial in its November-December, 1956, edition.

**Best Article on Teacher-Community Relations:** The Kentucky Teacher for an article, "Conscientious Teacher is Vital to Good Program of Education," in its December, 1956, issue, first, with honorable mention to the Chicago Union Teacher for, "Mental Health Orientation of Teachers and Children," in its June, 1957, issue.

**Best Article on Value of AFT Membership:** The President's Column in the February, 1957, issue of the Wisconsin Teacher, first, with honorable

mention to the Los Angeles Union Teacher, for a November, 1956, article on the refund of surplus retirement funds.

### Printed or Offset

**Editorial Excellence:** The News Letter of the Minnesota Federation of Teachers, first; The Michigan Teacher, second, with honorable mention to the Ohio Federation News Letter.

**Artistic Excellence:** The Illinois Union Teacher, first; the Delaware Federation Teacher, second, and the Teacher's Union News Digest, Portland, Ore., honorable mention.

**Best Editorial:** The EDDE of the Mansfield, Ohio, Federation of Teachers, for "Gimmicks" in its March, 1957, issue, first, with honorable mention to the Colorado Teacher for "Reflections of a Legislator" in its April 10, 1957, issue.

**Best Article on Teacher-Community Relations:** The Long Beach, Calif., Union Teacher, first, for "First or Second Class Citizens," in its April, 1957, issue; honorable mention to the Omaha Teacher for "Public Schools Face Rough Opposition," in its February, 1957, issue.

**Best Article on Value of AFT Membership:** San Bernardino (Calif.) Teacher, for "Talking AFT," in its May, 1957, issue, first, with honorable mention to the Newark Teachers Bulletin, for its "President's Message," February, 1957, issue.

### Mimeographed Bulletins

**Editorial Excellence:** The AFT Reporter of the Philadelphia Federation of Teachers, first, and the Union Teacher, Dayton, O., second. The Arizona Teacher, honorable mention.

**Artistic Excellence:** The Pennsylvania Teacher, first, and The Oregon Teacher, second. The Waukegan, Ill., Five-O-Format, honorable mention.

**Best Editorial:** The New Rochelle, N. Y., Federation News, first, for its editorial on Lincoln School, March, 1957, with honorable mention to Shop Talk of Denver for "Much Ado About the Budget," in its October, 1956, issue.

**Best Article on Teacher-Community Relations:** Toledo Weekly Bulletin, for "Teachers Representing the TFT in Community

## Cole Urges Public Relations To Defeat Attack on Labor

CHICAGO, Ill. — Warnings of "a full-scale assault on trade unions" were made by Gordon H. Cole of Washington, president of the International Labor Press Association, at the forty-first annual AFT convention. Speaking at a luncheon of the Union Teacher



Mr. Cole

Press Association, Cole declared: "In 1957 we are seeing the start of a full-scale assault on trade unions based on the findings of the McClellan committee. The fact that the McClellan committee caught Beck and a few others red-handed is beside the point.

"Our enemies are smart. They are attacking labor's soft underbelly. That underbelly is the venality of a few union officers who have brought the morality of the market place, the immorality of business, into the labor movement.

"The forces behind this attack are not so much interested in strengthening the labor movement by helping in the cleanup of a few unions as they are in convincing the American public that union officers are corrupt, arrogant, and arbitrary.

### Reports Lack Perspective

"Little or nothing is being done by the newspapers to put

these hearings in perspective, to point out that Dave Beck is the exception, not the rule." He added:

"What is happening reflects the greatest credit on the 99.4 per cent of the trade union movement and discredit only on those who have failed their obligations to the membership.

"But who knows this besides ourselves? How can the public know the truth about labor when lately all the big headlines, virtually everything they read and hear about trade unions is derogatory and abusive?" Cole stressed the need for an increased public relations effort by the teachers' union.

### Every Local Needs Paper

"A local without a newspaper," he said, "is like a classroom without a blackboard. Certainly no group of union members should be able to do a better job of communications for the labor movement than the teachers." He added:

"For every dollar the teachers' union spends on publicity, the NEA spends \$500. This handicap can be made up in your Locals by giving more thought and effort to providing materials to the daily newspaper in your community, to the local radio and TV stations, by building attendance at union meetings, by working with the community labor paper in your town, by developing more effective local union newspapers or newsletters."

## Eisenhower Praises AFT's 'Splendid Public Service'

CHICAGO, Ill. — President Eisenhower has lauded the American Federation of Teachers for its "splendid public service" in helping to meet the teacher shortage by "raising salary standards and improving (teachers') working conditions."

Mr. Eisenhower sent a message to the Forty-first annual AFT convention in the Hotel Knickerbocker which was read to the opening session by Carl J. Megel, AFT president.

The nation's chief executive declared that as school enrollments mount, and "our students' needs increase, the demand for more teachers of ability and dedication becomes the major national problem."

### Text of Message

The text of Mr. Eisenhower's message to the convention follows:

"In its constructive leadership, the American Federation of Teachers has shown a deep concern for the welfare of our

Affairs," May, 1957, first, with honorable mention to the Hartford (Conn.) Unionaire, for its President's Column, February, 1957.

**Best Article on Value of AFT Membership:** The Cleveland Heights, O., Union Teacher, for "A New Year Resolution for All Heights Teachers," in its September, 1956, issue, with honorable mention to the Federation News Bulletin of the Minneapolis Men's, for "Credit Union," May, 1957, and Charles Boyer series.

schools and the advancement of education across the land.

"As our enrollment mounts and our students' needs increase, the demand for more teachers of ability and dedication becomes a major national problem."

"With your help in meeting this teacher shortage by raising salary standards and improving working conditions, your organization renders splendid public service."

"Best wishes for a memorable convention."

George Meany, AFL-CIO president, in a message to the convention, praised the AFT for "its courageous insistence on integration within its local unions" and for "meeting this issue in a forthright and democratic way." He referred to actions by previous conventions requiring all segregated locals to be integrated by Jan. 1, 1958.

Meany added: "America desperately needs a vast number of new schools. America needs more teachers — teachers who are paid well enough to keep them in the profession for which they were trained. These are the indispensable elements of a comprehensive Federal aid to education program for which the trade union movement will campaign until victory is won."

Sen. Hubert H. Humphrey of Minnesota wrote the convention that "nowhere in our society are the issues of salary and working conditions of greater impor-

## World Award To Veteran Union Teacher

CHICAGO, Ill. — Mrs. Henrietta Hafeman Miller, a veteran member of the Chicago Teachers Union, Local 1, is one of eight winners of the 1957 World Understanding Award of the Chicago Council of Foreign Relations.

Mrs. Miller, chairman of social studies at Senn high school, received the award for her international relations course and her sponsorship of an international relations club for her students.

Her work on a "Project for World Understanding" in which 44 students and teachers from 28 nations participated in 1948 won her a Brotherhood award from the National Conference of Christians and Jews. Mrs. Miller has taught a University of Chicago home study course on "World Understanding" since 1950.

tance to our country's future. The low teachers' salaries, the crowded classrooms, the extra hours of the teacher's work load, have all reached dangerous, even scandalous, proportions."

Sen. Paul H. Douglas of Illinois commended the AFT for helping "to improve the economic position of teachers, to give them greater security and dignity, and to develop a sounder and more comprehensive educational system."

Sen. Mike Mansfield of Montana sent a message congratulating the AFT for "its consistent stand in behalf of better education for our children."

Sen. Pat McNamara of Michigan expressed hope for "a program to provide the desperately needed facilities for our children" in his message to the convention.

Sen. Richard L. Neuberger of Oregon messaged the convention that the goals of the AFT are "progressive and forward-looking."

Sen. Estes Kefauver of Tennessee noted "the undeniable need for more and better educational facilities and teachers" in his convention message.

Gov. G. Mennen Williams of Michigan lauded the AFT for "your far-sighted and praiseworthy campaign in behalf of increased Federal aid for education, for your courageous and unyielding stand on civil rights, and your very practical position concerning better salaries and working conditions for teachers," all of which, he added, are "directed toward the creation of a freer, more equitable, informed, and educated American society."

George M. Harrison, president of the Brotherhood of Railway Clerks, declared in his message that "the decisions reached in your deliberations will influence the minds of oncoming generations of Americans."





War Bonnet for a Good Indian: Sessions of the Chicago AFT convention were interrupted and delegates cheered while a surprised President Carl J. Megel was made honorary chief of the Bannock-Shoshone tribe, plotted by H. L. Glindeman of Pocatello, delegate from the Idaho State Federation of Teachers. From left are Norma Bearskin, Glindeman, Megel, Linda Benson, and six-year-old Junior Bearskin who started the ceremony with a "war dance."

## Convention Demands Defeat Of Anti-Aid Congressmen

CHICAGO, Ill.—The convention of the American Federation of Teachers called upon President Eisenhower to "convene a special session of the Congress this fall for the sole purpose of enactment of Federal aid to

education of the Federal administration in failing to give that kind of leadership which might have resulted in passage."

The action said that "we as teachers" are especially shocked and concerned "because we know how very much children in every state will suffer from the lack of Federal aid."

### House Aware of Crisis

It declared that those responsible for the defeat of House Bill No. 1 for building aid were aware that an added 1,769,000 children will have to be packed in the schools in September and also that the commissioner of education estimates the teacher shortage at 135,000 at the same time. The convention added:

"We question the political morality of those in both parties who ran on platforms pledging Federal aid to education and then cast their votes against even such meager assistance as the defeated legislation might have provided."

### Empty Excuses Denounced

"Regardless of the empty excuses offered by those who helped defeat the Federal aid bill, the situation in American schools demands immediate and positive action."

Additionally, the convention decried "the lack of concern for the welfare of America's children as shown in practice by the Eisenhower administration" and thanked the AFL-CIO "for the splendid support given in the

past on behalf of Federal aid," and called upon it to "continue and intensify this campaign."

### Discipline Policy

The "concern" of the convention for the "intensified" problems of juvenile delinquency and classroom discipline was expressed in a resolution which declared that discipline policies "be the joint responsibility of the entire educational system—boards of education, superintendents, principals, and teachers—all working together."

To help cope with the problem, the convention urged a maximum class size of 25 pupils and that "school facilities for pupil guidance" include full-time counselors, social workers, psychologists, and psychiatrists. Special programs and facilities, some federally-financed, for treatment of the severely maladjusted were also called for.

"In many places," the convention stated, "the conduct of every student in the classroom is regarded as an index to the efficiency of the teacher rather than as an expression of conflicts too deep for any one person's control."

### Coming Conventions

The Executive council announced that the Forty-second annual (1958) convention of the American Federation of Teachers will be in the Schroeder hotel in Milwaukee, Wis., Aug. 25 to 29, inclusive. The 1959 convention will be in Minneapolis, Minn., in the Leamington hotel the third week in August.

Another action called for "an aggressive campaign at the national, state, and local level" against the merit system of rating teachers and recommended that a statement of

### Convention Pays Tribute to Three

The forty-first annual AFT convention meeting in Chicago in August memorialized three AFT leaders who died during the past year.

The delegate body, in resolutions, expressed AFT's sorrow and "sense of loss" in the deaths of Albert Lee Smallheiser, past president of the New York Teachers Guild, Local 2; Abraham Lefkowitz, legislative representative of the same local and of the Empire State Federation of Teachers, and Lemuel E. Minnis, charter member of the Chicago Teachers Union, Local 1, and treasurer of the Chicago Union Teachers Credit Union.

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AFT policy on this subject be sent to all state labor bodies.

### For More Tenure Laws

Also urged was enactment of teacher tenure laws in the 16 states not having them to free teachers "from exploitation, from pressures of partisan politics, and from administrative intimidation." Labor organizations in all states were asked to help support and improve teacher tenure laws.

The use of teacher aides was condemned and "state and central labor bodies" were alerted to the "danger to public education inherent in this device."

The prohibition of segregation in housing was called for in another resolution which recommended passage of state and local laws to accomplish this. Anti-discrimination rules in federally-aided housing were demanded.

### Problems of Automation

Another action declared that growing automation will probably result in a shorter work week and that, since the demand for unskilled urban and rural workers will probably decrease, the demand for highly-trained technical and scientific personnel is expected to increase rapidly.

The delegates advocated support of "a broad program of public scholarships" and the "expansion of publicly-supported adult education programs," including "vocational retraining for workers displaced by automation."

The resolution urged changes "in the curriculum and administration of secondary education" to reduce drop-outs and "provide for changing vocational patterns." It warned, however, against emphasis on science "at the expense of the arts, humanities, and social sciences."

### Support for Butte

The Executive council of the AFT was instructed to continue its support of the Butte Teachers Union, Local 332, in the defense of its collective bargaining contract and union security clause.

"We support," the convention stated, "the right of teachers to enter into collective bargaining agreements with their boards of education and to freely select bargaining representatives of their own choosing."

The delegates also called for research in tax resources for education and advised locals to apply for grants to finance studies of educational problems directed toward determining the ability of their school systems to finance education.

### For Improved Taxes

Convention action on "the inconsistencies and inequities of state and local systems of taxation" urged locals and state federations to prepare programs for "improving

the tax systems in their states" for consideration by their state legislatures.

"School boards," the delegates stated, "generally prepare budgets in accordance with income currently available and make up shortages by reducing the dollar-ratio spent per student for classroom services, such as: increasing class load, split shifts, increasing teachers' clerical duties, curtailing curriculum, and failure to provide adequate salary schedules."

The teacher shortage, the convention said, "can be removed" but not with "substitutes for the teachers." A resolution listed the answers to the teacher shortage as including better salaries, better working conditions, and a sharing of the responsibilities of discipline by the "entire educational staff."

Other answers included the obtaining of additional revenue for public education and the "restriction of hiring to degree teachers from accredited colleges, giving full consideration to all teachers regardless of race, creed, or color."

Better working conditions, the convention said, includes limiting class loads to 25 pupils per teacher.

### For Bomb Test Ban

The convention adjourned after approving a resolution on the control of atomic energy urging President Eisenhower to take vigorous steps to effect a ban on the worldwide testing of nuclear bombs, and that the government or public agencies retain control of the development of atomic energy.

The Atomic Energy Commission was asked to supply the public with information regarding the health and welfare aspects of the development of nuclear energy, and the U. S. government to move through the United Nations for planned and controlled disarmament, including controlled abolition of nuclear weapons.

### Other Federal Goals

Other Federal aid goals approved by the delegates included improvement and extension of the school lunch program, expansion of aid to school systems in federally impacted areas, programs of special educational services for handicapped children, for eradicating juvenile delinquency, combatting adult illiteracy, health and welfare services for all children, and support for increased low cost public housing.

The convention also asked for "appropriate local and state as well as federal legislation" to cope with the problems of growing college enrollments. "Without more scholarships, further student loans, and additional opportunities of self-support," the resolution declared, "higher education will be increasingly denied to talented students with limited means."

## AFT Liability Insurance

From Page 1

April 1, 1958, at the cost of 20 cents per member (for the half year).

### Cost 2 Cents Per Month

"At the end of the first six months of the program each Local should assume the responsibility of 2 cents per member per month retroactive to Oct. 1, 1957. Each Local which wishes to insure its membership for the second six months of the program (will) make to the National (AFT) office by January, 1958, a payment of 2 cents per month to cover the period, Oct. 1, 1957, to Jan. 1, 1958, or a payment of 6 cents per member.

"Thereafter each Local which wishes to continue liability coverage for its membership must make to the National (AFT) office a payment of 2 cents per month per member to cover part of the cost of the program.

"Continuance of liability insurance is contingent upon the payment of 2 cents per member per month by the individual Lo-

icals in accordance with the rules governing per capita payment and upon the good standing of the membership of the individual Local in the AFT."

### Demand Widespread

The Executive council made provisions for financing the plan pending reimbursement and payments from Locals. President Carl J. Megel said widespread demand for the plan had developed since its preliminary announcement in the May American Teacher newspaper.

The Executive council, however, found the 2 cents per capita per month voluntary participation more practical than the inclusion in per capita dues, first contemplated.

President Megel and Miss Hutchinson said that complete details of the plan will be sent to all Locals, as a first order of post-convention business. Locals not wanting to participate in the plan are asked to notify the National Office by Sept. 20, 1957.

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# Detroit TV Plan Revealed as 'Gimmick'

## Brownell Admits Hope to Cut Growing Need for Teachers

DETROIT, Mich.—The Detroit school system is conducting a classroom mass-education by television experiment this school year which the Detroit Federation of Teachers, Local 231, calls "ill-defined and unscientific."

The "experiment" is taking place in nine Detroit schools with two classes of up to 300 pupils each day in each school. The program is being financed by \$100,000 from the Detroit board of education and a \$100,000 grant from the Ford Foundation's Fund for the Advancement of Education. In a statement to the Detroit school board, Mrs. Antonia Kolar, DFT president, declared:

### "Ill-Planned, Un-Measurable"

"While a well-conceived experiment in school use of television is in order, this proposal seems so ill-planned that its results, if measurable at all, can hardly be dependable. What can be learned from the trial of only one type of educational TV, and that the 'mass education' type, which is least likely to prove valuable?"

Noting that Dr. Samuel M. Brownell, Detroit superintendent, has referred to the experiment as "the use of television in reducing somewhat the demand for teachers," Mrs. Kolar said:

"Will the experiment be called a success because it requires fewer teachers, however badly it fails as instruction? One reason to fear this is that subjects being taught by TV seem to be deliberately chosen so as to defy efforts to compare the results with regular classes taught by the usual methods. For example, one project is teaching Spanish by TV to third-grade children.

"We believe the experiment will prove no fair test of the potentiality of television as an educational tool, but only an expense of spirit and a waste of time."

Further explanation of the ex-

periment's weakness was furnished by Walter Gibbs, a high school science teacher and an alternate member of the DFT executive board, who outlined the following steps necessary for any scientific experiment:

"1. A clear definition of the problem, such as, in this case: Can television aid a classroom teacher? Can children be taught successfully by conducting a class solely by television? Can the one-way communication of television hold pupils' interest for weeks at a time? Until the problem is clearly defined, serious questions arise as to the soundness of the program.

"2. A canvass of the experts. We need to investigate to be sure we do not make mistakes already made elsewhere.

"3. A guess-answer or hypothesis to the question stated in the problem. Teachers hope the correct answer will prove the predicted one: a waste of taxpayers' money, detrimental alike to pupils and teachers.

"4. Proper controls that will furnish an answer to the problem. Each experiment should be designed to measure one specific thing. It should not be used to 'sell' a particular technique.

"5. The experiment must be carefully observed and the observations recorded. In this TV experiment, for example, there should be records of cost, time, pupil attention, emotional reactions, teachers' and parents' response, as well as learning results.

"6. The data must be tabulated, and

"7. The results must be evaluated and conclusions drawn therefrom." Gibbs added:

### "Define the Problem"

"Experiment with television? By all means, if we can define a problem for its use. If this is to be an experiment to reduce educational costs, state it as such. Let's have no double talk.

"Let's not spend the taxpayers' money on a poorly thought-out experiment which might do great harm to pupils, teachers, and community relationships. Let's all know exactly what is being studied, and why, and how."

## Megel Urges Locals: Obtain 'Free Choice' Board Policy

CHICAGO, Ill.—President Carl J. Megel recently sent a letter to all AFT Local presidents, urging them to obtain clear-cut statements of policy from their boards of education regarding the right of teachers to join professional organizations of their own choice.

He cited the resolution passed by the Vallejo, Calif., board at the request of the Vallejo Federation of Teachers, Local 827, as a model for such a policy. The Vallejo resolution reads:

"Membership and participation of certificated employees in professional educational organizations are desirable for the

growth of the teaching profession. Certificated employees shall be free of any administrative influence in selecting such professional organizations with which they affiliate.

"All organizations shall enjoy the same opportunities to present to certificated employees their program and objectives and are entitled to equal access to available facilities for purposes of meetings and communications.

"Membership or non-membership in such professional organizations shall not influence administrative recommendations on personnel matters."

## Guild Starts Memorial Fund For Lefkowitz

NEW YORK, N. Y.—The Abraham Lefkowitz Memorial Fund has been established by the New York Teachers Guild, Local 2, as a tribute to the late teacher leader. Contributions to the Fund will finance a program of practical in-service training for young teachers as leaders in the teacher-labor movement.

The first recipients of Fund scholarships were two Guild members — Martin Lobenthal, who was sent to the AFT Madison workshop, and Nina Williams, to the Penn State workshop.

Clara N. Gluck, chairman of the Fund, wrote: "We know that an Abe Lefkowitz does not arise more than once in many generations. Nevertheless, we must encourage and train leaders to carry on the work to which he dedicated his life."

Dr. Lefkowitz was legislative representative of the Guild and the Empire State Federation of Teachers at the time of his death last Nov. 7 at the age of 72. He was AFT vice-president from 1921 to 1935 and served both education and labor for almost 40 years.

Sponsors of the Fund include Herbert H. Lehman, former U. S. Senator from New York; Carl J. Megel, AFT president; Eliot Birnbaum, president of the state Federation; Charles Cogen, president of the Guild, and, from Teachers College, Columbia, Dr. George S. Counts, Dr. John L. Childs, and Dr. William H. Kilpatrick.

## Counts, Nelson Help Sponsor Defense Fund

NEW YORK, N. Y.—A nationwide appeal, including among its sponsors Dr. George D. Counts, professor emeritus, Teachers College, Columbia university, and past-president of the AFT, and Dr. John O. Nelson, professor, Yale Divinity school, and president of the Yale Teachers Union, Local 204, is under way to aid 160 South Africans charged with treason.

The South Africa Defense fund, headed by Author John Gunther and the Very Reverend James A. Pike, dean of the Cathedral of St. John the Divine in New York City, will provide legal aid to those "branded traitors by South African law for advocating democracy based on equality of rights."

The fund office is at 4 W. 40th st., New York 18, N. Y.



Snapped at AFT national convention's annual Democratic Human Relations Luncheon: From left, Mrs. Lydia Sayre Lewis of Chicago, who presided, and Edwin C. Berry, executive director, Chicago Urban League, speaker; Rabbi Ahron Opher of city's South Shore Temple, and President Megel.

## Segregation Cost to Nation Estimated at \$30 Billion

CHICAGO, Ill.—The cost of segregation to the nation was estimated at \$30 billion annually by Edwin C. Berry, executive director of the Chicago Urban League, at the forty-first annual AFT convention.

Speaking at the convention's Democratic Human Relations luncheon, Berry said that this cost estimate is "conservative" and is "borne by every citizen." He described it as "money not spent" for schools, churches, hospitals, roads, or to reduce taxes.

"Here is how it works. When we deny a man a job for which he is qualified, we keep that man so poor he cannot buy the goods the rest of us produce. We force him to take his family to live in the slums. By-products of unemployment and employment discrimination are poverty, disease, crime, delinquency, and personality disintegration.

### Means Higher Taxes

"To the taxpayer, these mean higher taxes; to our lawmakers, they mean fiscal headaches; to the general community, poverty, disease and delinquency." Results, he said, are:

"Higher welfare budgets, more police and juvenile authorities, more social workers, more free hospital beds, additional space for persons in correctional and mental institutions, and the robbing of America of the pro-

ductivity of worthwhile citizens by stifling opportunity, and by smothering self-respect and incentive."

He described segregation, generally, as the "root cause" of overcrowding, excessive rents, illness, double shift schools, and poor teaching conditions, and declared that it "places a severe blanket of frustration upon the youngsters nurtured in this environment."

### For Honest Examination

Berry continued: "All of us should examine ourselves honestly. If we find vestiges of racial or religious prejudices, we must take the steps and establish the conditions which will help us eradicate them.

"We should learn the true facts about human beings, and become familiar with the literature of inter-group relations, the scientific, the political and the religious.

"We should all have some inter-group experience. Many American cities and particularly Chicago are so segregated that most residents do not know members of other groups.

"We must learn and understand the importance of developing a society of brotherhood, and we must become inter-racially mature and sophisticated. This means simply learning to apply the same criteria to every individual."

## Teacher Attack by Student's Aunt, Board Pays Her \$6,000

DETROIT, Mich.—The Detroit board of education has settled for \$6,000 the compensation claim of a teacher assaulted by the aunt of a student, acknowledging for the first time its liability for injuries sustained by teachers in the line of duty.

The precedent-making settlement was with Mrs. Anna Pettis, a member of the Detroit Federation of Teachers, Local 231, who was attacked in her first-grade classroom on the opening day of school last fall. She has required

extensive medical and hospital treatment since.

Edward Barnard, DFT attorney, filed her claim with the State Compensation board, but the school board made the settlement offer before hearings began.

Mrs. Mary Kastead, DFT executive secretary, declared: "Although the settlement cannot make up for the injury and humiliation Anna Pettis received, it does acknowledge the responsibility of the board of education to its employees."



Dr. Counts





The signing of Oregon's new tenure laws by Gov. Robert D. Holmes, seated, is witnessed, from left, by Miss Phyllis Hutchinson, AFT vice-president, and Mrs. Cecile S. Oliver, president of the Oregon Federation of Teachers, both of Portland, and George Brown, AFL-CIO State Labor Council legislative director.

## Oregon's Tenure Law Strengthened

SALEM, Ore.—Laws extending and strengthening teacher tenure in Oregon have been won by the Oregon Federation of Teachers in its first direct attempt to get a legislative program through the state legislature.

The new laws, which go into effect in Sept., 1958, change the requirement, in the original tenure law, establishing tenure in school districts of at least 20,000 population, which was difficult to ascertain and easy to evade.

### Based on Enrollments

Next September, tenure will apply when average daily school attendance in a district reaches 4,500. Any teacher who has taught three or more consecutive years in such a district and

has been rehired for the following school year will be on permanent status.

Teachers with fewer than three years' experience will be credited with those years in advancing toward tenure. In addition, the laws protect existing tenure districts and define the rights of probationary teachers.

Cecile S. Oliver of Portland, president of the Oregon Federation of Teachers and a former AFT vice-president, pointed out that the OFT proposals originally carried a 2,000 average daily attendance requirement but that this was amended to the 4,500 figure by the legislators.

### Labor Backed Bill

"These laws," Mrs. Oliver said, "represent important gains in job security for teachers. We owe a great deal to organized labor generally for its consistent support and to the Oregon State Labor Council in particular for co-sponsoring the bills with the OFT and for helping us in our four-year study of tenure laws."

## Youngest Legislator, Teacher, Passes Duty-Free Lunch Law

CHICAGO, Ill.—The youngest Illinois state legislator, Chester R. Wiktorski, Jr., 24, a member of the Chicago Teachers Union, Local 1, won a legislative victory in his freshman session when he introduced and sparked passage of a bill for teachers' duty-free lunch periods.

The law, backed by the Illinois State Federation of Teachers with the support of labor, provides for duty-free lunch periods equal to "local lunch periods" and not less than 30 minutes for schools with two or more teachers. Illinois was the only state, of the 22 in which such legislation was introduced, to pass it in the 1957 sessions.

Yeoman support was given the measure by Mark Peterman, ISFT executive secretary, and John M. Fewkes, president of the Chicago Teachers Union, Local 1. They called the bill the "right to eat" measure.

Another ISFT victory was the establishment of a research department in the state department of public instruction which will furnish impartial, objective

data to the state's public schools.

The Illinois Federation also supported enacted legislation to double the annual sick leave of teachers from five days to ten days, and to raise the state BA minimum salary to \$3,400, a compromise figure of the ISFT's demand for \$3,600.



Mr. Wiktorski

## New Hampshire Enacts Social Security Plan

NASHUA, N. H.—New Hampshire teachers now have their pension system integrated with social security after a referendum this summer in which they voted overwhelmingly—2,820 to 294—for the action.

The Nashua Teachers Union, Local 1044, played a leading part in the campaign. Leonard S. Paquette, president, was one of a six-man committee appointed by Gov. Lane Dwinell to conduct the referendum and explain the issues to teachers.

"While the vast majority of teachers," Paquette said, "benefit by the integration, they opposed the plan initially by about five to one. We had to conduct a widespread campaign of information to get the strong vote of approval."

## New Law Bans Secret School Board Meetings in Minnesota

By Charles E. Boyer\*

MINNEAPOLIS, Minn.—The 1957 Minnesota legislature put a stop to all informal and executive sessions of Local school boards not open to the public.

Secrecy in government operations has long been subject to a great deal of criticism at national, state, and local levels. School operation is no exception.

The attorney-general has already ruled that public business is for public observation. The fact that no motions are made and no minutes are kept does not alter the intent of the legislature in calling such sessions "executive" sessions.

### Even Reporters Barred

There was a time in Minneapolis that all important school decisions were made in so-called executive sessions. For a time, newspaper reporters were admitted to these sessions with the understanding that no proceedings be published. When the labor press asked admission, all reporters were excluded.

The executive session served as a device to sidestep communications upon which the board did not wish to make a commitment by merely stating in the official minutes that the communications were received.

The new law provides that a journal that is open for public inspection be kept showing how each official voted on individual issues. The absence of a record would indicate a unanimous vote.

### Text of New Law

The text of the new "open meetings" law, which was sponsored by the Minnesota school of journalism, is as follows:

"Except as otherwise expressly provided by law, all meetings, including executive sessions, of the governing body of any school district, however organized, unorganized territory, county, city, village, town or borough, and of any board, de-

partment or commission thereof, shall be open to the public.

"The votes of the members of such governing body, board, department, or commission on any action taken in a meeting herein required to be open to the public shall, unless the vote is unanimous, be recorded in a journal kept for that purpose, which journal shall be open to the public. In case the action is questioned where there is an unrecorded vote, that vote shall be deemed unanimous."

### Protection for Substitutes

Another new state law, prepared and sponsored by the Minnesota State Federation of Teachers, will put the "long-term substitute" under the protection of the Minnesota continuing contract law.

These teachers will now have the same privileges in respect to sick leave, equal advancement in salary schedules, and other working conditions accorded all other teachers.

## Legislature Cites CSFT On Birthday

SACRAMENTO, Calif.—The California State Federation of Teachers began its 14th year

late this summer with the "sincere best wishes" and commendation of the state legislature for "its many outstanding accomplishments."

The legislators noted the CSFT anniversary with a resolution offered by State Senator Miller which praised the "unparalleled record of the teachers' union in securing, not only higher professional standards and improved conditions for



Mr. Henry

teachers, and hence bettered education for children, but also in defending and in forwarding the principles of democracy in the schools."

The work of CSFT President Ben Rust of Richmond and Executive Secretary Donald K. Henry of Berkeley in the legislature was referred to indirectly in the following paragraph:

"This organization of classroom teachers affiliated with the great labor movement of this state and of the nation has in recent years been able to expand its many services to education, and, particularly, has increased its beneficial activities in assisting legislators in their work to better the school system."

## New California Legislation

SACRAMENTO, Calif.—A new law opening school board records and minutes to the public is among the legislative achievements of the California State Federation of Teachers in the recently-ended state assembly session.

Two of a battery of anti-discrimination bills backed by the CSFT became laws: One sets up a commission to "assist school districts on problems of race, religion, and other discrimination in the employment of teachers," and the other bans discrimination for age or marital status in the hiring of teachers.

Other new laws which had CSFT support included those creating a gifted child study and pilot project, making child care centers permanent, authorizing schools to pay all rather than half of health and hospitalization insurance premiums, and setting up a commission to study the financing and operation of public education.

"Our biggest advance, however," Don Henry, CSFT executive secretary, said, "was in convincing the legislators that we spoke directly for the interests of teachers."

## Ohio Enacts Discipline, Leave Laws

COLUMBUS, Ohio—Laws regarding school discipline and professional improvement leaves for teachers were passed by the Ohio State legislature which this summer completed its shortest session since 1932 by passing only 320 of the 1,382 bills introduced.

The discipline laws amend the parental responsibility law to protect teachers acting "in loco parentis" and allow superintendents to suspend student troublemakers without school board approval. The law allowing professional improvement leaves provides for the payment to the teacher of the difference between his salary and that paid his substitute.

Commenting on the failure of the "do-nothing" legislature to consider the full legislative program of the Ohio State Federation of Teachers, Paul A. Corey, president of the Cleveland Teachers Union, Local 279, cited the "lack of support from Ohio's other educational organizations."

## Minnesota Outside 3 Cities To Vote on Social Security

MINNEAPOLIS, Minn.—Teachers who are members of the Minnesota State Teachers Retirement Association will vote Oct. 31 in a state-wide social security referendum authorized by the 1957 state legislature.

A majority vote will extend social security coverage to teachers in the public schools and state colleges outside of Minneapolis, St. Paul, and Duluth. Duluth obtained a separate law.

The Minnesota State Federation of Teachers first sponsored social security in the legislature as a supplement to the present state plan. This bill passed the house but died in the senate. The senate chose to accept the recommendations of its interim commission which studied state pensions for two years.

### Two Bills Passed

Finally, two bills were passed, one providing for social security coordinated with the state pension, subject to referendum, and

the other to become effective if the referendum fails.

Both bills provide for the use of new mortality tables which reduce state pensions except for teachers with 10 or more years of service, who will receive state pensions under higher tables.

With some individual exceptions, it is believed the combination will result in higher pensions and, at the same time, provide for survivor benefits.

### Second Bill's Provisions

Should the teachers reject the coordinated plan, the second bill will become effective. This provides for survivor benefits from state funds with somewhat smaller terminal pensions. Teachers who retired between 1931 and 1953 will also receive an additional \$25 per month pension.

Other laws passed with state federation backing included those authorizing school boards to carry liability insurance and increasing school tax limitations for state school districts.



## Western AFT Credit 'Shop At University of California

BERKELEY, Calif. — The American Federation of Teachers Western summer workshop at the University of California, Berkeley, carrying one credit, was held July 29 through Aug. 2 with thirty-five AFT leaders and members in attendance.

Co-operating with the university in setting up the course were Ben Rust of Richmond, president of the California State Federation of Teachers, and AFT Vice-President Kenneth C. Fitzgibbons, of the same city.

Acting for the university was John Hutchinson of the University's school of business administration, to arrange and administer the workshop.

Morning academic sessions included: Labor organizations, history and government; wages, prices and productivity; management organization and collective bargaining, and social security, public and private, with a final-day session on public policy toward labor.

Rust, Fitzgibbons and AFT Vice-President Herrick S. Roth

of Denver, as well as John Hennings of San Francisco, California, AFL-CIO research director, and Langdon Post of Oakland, labor publications editor, were resource persons in afternoon discussions concerning AFT techniques and problems.

### Program For Locals

MADISON, Wis.—Does your local have a program of action? If not, your membership should take time to formulate one.

So decided and recommended the AFT members who attended the Madison Summer Workshop, which was held at the University of Wisconsin the week of July 14-19, under the sponsorship of the School for Workers, of which Robert W. Ozanne is director.

The workshop group concerned itself with this problem at one of the morning sessions and, under the leadership of Mrs. Rosalie Kraus and Mrs. Florence Sweeney, AFT vice-

presidents, formulated a ten-point program which they felt all locals should strive to implement. This program of action, which the workshop members called the "Ten Commandments for Locals," included these recommendations:

- 1) A sound salary program.
- 2) A defined school day, with the privilege of teachers accepting or rejecting extra assignments, such as extra assignments, if accepted, to bring adequate extra compensation.
- 3) A sound method of teacher selection, including hiring, certification, etc.
- 4) An objective promotional policy.
- 5) Adequate grievance procedures.
- 6) Teacher tenure, preferably on a statewide basis.
- 7) Sick leave, leave for personal business, sabbatical leave, and other reasonable leaves.
- 8) Fringe benefits, such as liability insurance, hospital insurance, severance pay, etc.
- 9) Adequate retirement benefits.
- 10) A vigorous political action program.

### Making Unions Function

Opening the program on union teacher problems, AFT President Carl J. Megel discussed the problem of "Making Our Unions Function."

Mrs. Marie L. Caylor, editor of The American Teacher, told the participants that every local ought to have some kind of publication, even if it is only a small mimeographed bulletin, to keep its own members informed.

Jack Barbash, research director of the Industrial Union Department of the AFL-CIO, who jointly with Robert W. Ozanne conducted a course in "Labor Issues," said that "teachers' unions should act like unions," that they should not be ashamed to be interested in salaries, working conditions, and other welfare problems, the same as other trade unions are.

### Tells of New Law

The new Minnesota law which makes collective bargaining on the part of school boards man-

organizations, and shall have the right not to form and join labor organizations; public employees shall have the right to designate representatives for the purpose of meeting with the governmental agency with respect to grievances and conditions of employment. It shall be unlawful to discharge or otherwise discriminate against an employee for the exercise of such rights, and the governmental agency shall be required to meet with representatives of the employees at reasonable times in connection with such grievances and conditions of employment.

"When a question concerning the representative of employees is raised by the governmental agency, labor organization, or employees, the labor conciliator or any person designated by him shall at the request of any of the parties, investigate such controversy and certify to the parties in writing, the name or names of the representatives that have been designated or selected. In any such investigation, the labor conciliator may provide for an appropriate hearing, and shall take a secret ballot of employees to ascertain such representatives."

### Text of Amendment

The collective bargaining amendment, as passed, reads:

"Public employees shall have the right to form and join labor



Informal get-together on the tree-lined University of Wisconsin campus followed formal sessions at the AFT Madison Workshop. Shown here are, from left, Martin Lobenthal of the New York Teachers Guild, Local 2; Goldie Lacedonia of the Dade (Miami, Fla.) Federation of Teachers, Local 1268; Jack Barbash, research director of the AFL-CIO Industrial Union department, and Julia Mascara of the Royal Oak (Mich.) Federation of Teachers, Local 770.

datory if asked by the teachers was described in detail by AFT Vice-President Charles E. Boyer. Vice-President James L. Fitzpatrick served as coordinator of the workshop. Other highlights of the workshop included:

Paul Whiteside, president of the Kenosha Trades and Labor Council and a vice-president of the Wisconsin State Federation of Labor, urged teachers to work closely with their central labor unions.

Jac Friedrich, general secretary of the Milwaukee Federated Trades Council, explained the need for teacher unions to work closely with Labor's League for Political Education, which endorses and supports candidates for office, including candidates for school boards. John Zinos, organizer for the State, County, and Municipal Employees Union, discussed the problem of organizing white collar workers. Edwin Young, chairman of the department of economics of the University of Wisconsin, traced the history of organized labor in America. Evening meetings were held jointly with the Wisconsin State Federation of Labor Institute, which was on the campus the same week.

### Need For Teachers

COLLEGE STATION, Pa.—Fifty per cent of all graduates of our colleges and universities during the next five years will have to go into teaching if we are to meet the needs of the rapidly mounting enrollments in our schools, Ewan Clague, commissioner of the Bureau of Labor Statistics of the United States Department of Labor, said at the AFT Summer Workshop at the Pennsylvania State University in August.

He pointed to the present difficulty of getting college graduates not only for teaching but for all branches of the public service, including his own, because of the better salaries offered by private industry and business. In changing this situation, he emphasized the need for drastic revision of our tax structure, especially on the local and state level.

Earlier when he addressed a joint session of the teachers and the Pennsylvania Federation of Labor, he stated that "cost is not the initiating factor in the rise in prices." This was in an-

swer to the question: "Are unions the cause of higher prices?" He said that wage increases are only a secondary factor in price increases, and that the demand for the product or the service is the primary factor.

### Workshop Highlights

Highlight for the union teachers at the week-long workshop was the Wednesday morning meeting, at which Carl J. Megel, president of the American Federation of Teachers, discussed the problems of the schools and teacher organization, at the general meeting, and the teachers participated in the group discussion meetings which followed.

Representatives of locals from six states, including Indiana and Illinois, attended the workshop, which is the fourth teacher workshop that has been sponsored by the Labor Education Service of the Pennsylvania State University, of which Anthony S. Luchek is director.

Arthur H. Reede, professor of economics and a member of the Penn State Chapter, Local 500, and James L. Fitzpatrick, AFT vice-president, served as coordinators for the workshop. Participating in the program also were F. Earl McGinness, Jr., AFT vice-president, and Paul Ward, director of special services for the AFT.

### Stresses Labor Ideals

Dr. George W. Taylor, University of Pennsylvania, who is well-known in that state as an arbitrator of labor disputes and a friend of organized labor, emphasized the ideals of the labor movement, in his address at the Monday evening session.

The failure of organized labor to make itself known and understood by the public was deplored by three labor reporters, at the Tuesday evening panel discussion. Chairing the panel was Gordon H. Cole, president of the Labor Press Association and editor of the Machinist. The other participants were Joseph Loftus of the New York Times and Harry Toland of the Philadelphia Bulletin.

Other speakers for the joint sessions of the PFL and the AFT were Dr. Fred R. Matson, professor of archeology of the Pennsylvania State University; Dr. Albert Mayer, Wayne State University; Benjamin Segal, labor consultant for the Fund for the Republic; and William Kemsley, International Confederation of Free Trade Unions.



Minnesota's Governor Orville Freeman signs new and innovative state law making collective bargaining mandatory when requested by teachers and other public employees. From left, Charles E. Boyer, chairman of the Minnesota State Federation of Teachers legislative committee and AFT vice-president; Gov. Freeman, and Henry Ross, vice-president of the AFL-CIO State, County and Municipal Employees.

## Minnesota Enacts Bargaining

From Page 1

the law gives public employees the right to join labor unions and negotiate grievances and conditions of employment, including salaries.

### Protects Against Discharge

It also protects the employees against discrimination or discharge for "the exercise of such rights" and contains provisions for representation elections.

Boyer called the legislative victory "far-reaching" and pointed out that while Minnesota school boards have always had the "discretionary right" to bargain, it is now mandatory if the teachers ask for collective bargaining.

"Frequently, in the past," Boyer added, "school boards stalled negotiations under the pretext that the unions did not represent the teachers. Now, the labor conciliator, upon request of any of the parties, will determine and certify the bargaining agent, employing the usual labor procedures, including secret elections."

The Biwabik Federation of

Teachers, Local 1303, chartered only since April, provided the first test of the law soon after Gov. Orville Freeman, who had urged such legislation, signed it. When the Biwabik school board refused to meet with the teachers' union, the Local requested the state labor conciliator to certify a legal representative.

In a conciliator's election, 24 of the 31 Biwabik teachers voted to be represented by the teachers' union, four opposed, and three did not vote. Richard Melloh, president of the Biwabik Local, said initial talks would be aimed toward changes in procedures and more democratic teacher-board relations.

The state teachers' federation began a "campaign of information" for the amendment a year ago last spring and secured the aid and cooperation from other public employee unions as well as the Minnesota State Federation of Labor.

### Text of Amendment

The collective bargaining amendment, as passed, reads:

"Public employees shall have the right to form and join labor



## New Local Wins Tenure

## Also Victorious in Battle For Superintendent, Teacher

LAINGSBURG, Mich. — The citizens of this central Michigan town backed the Laingsburg Federation of Teachers, Local 1306, in voting tenure protection for their teachers as a climax to a half-year course of events that started with the unjust firing of a high school teacher.



Mrs. Clark

Under the Michigan tenure law, each community may adopt tenure by a majority vote. Laingsburg voted 274 to 208 to do so, after an active "campaign of information" by the Local, which has been organized only since May.

## Backed Fired Teacher

Describing the events that led to the tenure victory as well as to the organization of the new Local, Mrs. Vera M. Clark, president of the Laingsburg Federation, said:

"Early last spring, the school board upheld a group of children and their parents in false accusations against a member of the high school faculty. Teach-

ers stood unanimously behind the accused and the school superintendent demanded that the teacher be considered innocent until proved guilty. As a result, both the superintendent and the accused teacher were fired.

"In a storm of publicity, one board member was recalled and two others resigned. Then the teachers, noting the total lack of support and leadership from the Michigan Education Association, almost unanimously joined Local 1306 then being organized."

## Jobs Are Restored

The first action of the Local was to distribute a three-page evaluation of the situation. The second was to place the tenure proposition on the ballot at the regular spring board election, in which a full slate of candidates pledged to uphold the firings was entered against pro-teacher candidates.

In its successful campaign, the Local issued five articles and devoted one radio broadcast to explaining and supporting tenure. The opposition, in leaflets and by word-of-mouth attempted to make people believe that tenure referred to ten years a teacher was immune from discharge.

## Murray New State AFL-CIO Board Member

TUCSON, Ariz. — Richard Y. Murray, president of the Pima County (Tucson) Teachers Union, Local 1238, is a new member of the eight-man executive board of the Arizona State AFL-CIO, having been elected at the latter's convention in Yuma this summer.



Mr. Murray

He is the first AFT member to hold so high an office in the state labor organization. In addition to leadership of Tucson's active AFT Local, Murray is vice-president of the Pima County COPE and is on the executive board of the Tucson Central Trades council.

## Demonstrates Strong Union The Answer

TUCSON, Ariz. — The Pima County Teachers Union, Local 1238, battling "an autocratic and arbitrary school board" in the Sunnyside school district near Tucson, has succeeded in forcing the resignation of the board's superintendent after coming close to unseating the board in a recall election.

Behind that battle is the effort to maintain union membership among teachers described by Richard Y. Murray, Local president, as working "in an atmosphere of fear and intimidation."

## Month-Long Battle

The battle became, according to Murray, "a big and virtually continuous local news story for over a month" after the firing of Thomas P. Grove, principal of Sunnyside high school, who was sympathetic to the teachers' union though not a member. Protests against this board action led to a recall referendum, which failed by only one seventh of the vote.

The recall campaign found Sunnyside teachers being warned by their board to "teach, and do nothing else" and subjected to the threats of a "citizens' committee" favorable to the board.

## Warns Against Let-Down

"The Sunnyside situation," Murray said, "would never have developed if the teachers there had maintained the solid union front that won for them their largest salary raise in a decade and almost won a group contract. Eternal vigilance in a strong militant teachers' union is the only answer to the teachers' problems."

## Union Card Plan Successful

TUCSON, Ariz. — The union card summer work project worked out by the Pima County Teachers Union, Local 1238, with the Tucson Central Trades Council has gone through its

## Labor Historian Warns:

## Public Neglect of Teachers Will Destroy Our Schools

Photo on Page 1

CHICAGO, Ill. — A professor of economics and labor historian told the forty-first annual convention of the American Federation of Teachers that raising teachers' salaries is "imperative" to stop the deterioration of the nation's schools.

Dr. Philip Taft of Brown university, Providence, R. I., author of "The A. F. of L. in the Time of Goppers," and member of Workers Education Local 189, said at the banquet that "if the teaching profession is to recruit able and devoted men and women, and keep those it already has, higher salaries are necessary." He added:

"Unless we want a steady deterioration (of the schools) the teaching profession must not be neglected, for this neglect will ultimately destroy the school system."

## Teacher Indispensable

"The teacher should not be the forgotten man in our society. A school could be operated without auditoria, or athletic fields, or even buildings; it is possible to run a school in the fields or even in homes."

"The one indispensable individual in a school is the teacher—a simple fact not always recognized by school boards, superintendents, and even parents. Labor, in contrast, has always stressed the primary importance of the teacher."

In emphasizing the mutual interests of teachers and organized labor, Dr. Taft said:

## Labor Logical Spokesman

"The teacher requires an independent spokesman and the sympathetic interest and support of a large body of citizens

whose only demand upon the school is that it serve the children of America effectively.

"The labor movement has always recognized that the teacher should be accorded all the rights enjoyed by other citizens, including the opportunity to share in economic progress."

"Labor has insisted that freedom of speech and the right to organize be accorded to the teacher as much as to those in other occupations, and that we cannot ask one group in our society to make sacrifices continually, especially when the rewards of other groups are rising."

"Those whose incomes are increasing are not in a very sound moral position when they tell the teacher that, as a dedicated public servant, he ought not be asking for a cost-of-living increase."

## Labor's Role in Schools

Dr. Taft then traced labor's role in the establishment of the public school system and in broadening educational opportunities.

"Beginning with the workers' organizations of the 1830's," he said, "labor has fought for adequate schools for the children of America. The first convention of the American Federation of Labor came out for compulsory education."

"The trade unions were among the first to fight the evil of child labor, and, by pointing out that the child's place was in the school and not in the factory or counting house or mine, they stimulated and enlarged the role of the school system in our society. The most consistent friend of the schools has been organized labor."

second successful summer.

A membership card in Local 1238 was required of any teacher looking for a summer job through any of the unions in the Council, and teachers without a card were told how they could become members. Richard Y. Murray, president of the Local, said:

"It is amazing how well this works and how much good it

does, not only for us, but for the entire union movement. Some of our most militant and active members have been recruited from the summer work project."

"They realize that it is morally wrong and unrealistic to expect to reap the benefits of unionism without contributing in any way to the support of the union movement."



A series of games preceded the Sunday evening reception for early-arrivals for the AFT convention. Snapped tablebowling were Marie Christianson, Milwaukee (Wis.) Teachers Union, Local 252; Ethel du Pont, Louisville (Ky.) Federation of Teachers, Local 672; Howard McKnight, Cedar Rapids (Ia.) Teachers Federation, Local 716, and Jessie Viehoff, Chicago Teachers Union, Local 1. Lewis Krandel of Chicago, Local 1 board member and new director of Chicago Social Centers, master-minded the party.

## Award For Miss Comfort

DETROIT, Mich. — A leader of the Detroit Federation of Teachers, Local 231, since its early pioneering days has been honored at the golden jubilee anniversary of Detroit's Cass Technical high school.



Miss Comfort

Frances Comfort, the Local's second president in the early 'thirties, was cited for having "contributed liberally her time and ef-

fort to support the school and its activities."

In presenting her with a certificate of appreciation, Robert Owen, president of the student council, said: "Her interest and loyal support has been an outstanding contribution to the school and its program."

Miss Comfort headed the Detroit Federation for eight terms and, at various times, served as the Local's vice-president, executive secretary, and as editorial board member of the Detroit Teacher.

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## Jungle and Ancient Tombs AFT Member's Laboratories

BALBOA HEIGHTS, C. Z.—Kenneth W. Vinton is a union teacher whose classroom work has taken him down the Amazon on a raft, up the Peruvian Andes, and to the equatorial Galapagos where the mammoth turtles outnumber the people.

Vinton is head of the science department of the Panama Canal Zone junior college and has been an AFT member for the 26 years he has been teaching in the Zone.

From the beginning, his method has been "to bring the out-of-doors into the classroom, and then to take the classroom out-of-doors."

In following this plan, Vinton has brought thousands of samples of rocks, minerals, preserved biological specimens, and archaeological materials into the school laboratory.

### Many Field Trips

He has conducted hundreds of field trips into Chile, Bolivia, Guatemala, Costa Rica, Canada, the New England states, Arizona, Mexico, and the Galapagos.

He has brought back specimens from the Peruvian Andes, the Colorado Rockies, 35 national parks, and from the banks of the Amazon. Many research projects in which students were actively involved have been developed from these field trips.

Vinton's "Origin of Life on the Galapagos Islands," published in the American Journal of Science in 1951, required three trips to that archipelago. This research paper was selected as one of the outstanding science articles of that year and was reprinted in "Panorama of Science," the annual supplement to the Smithsonian series.

### Probes Into Past

Eight chemistry students, working with Vinton, studied bone petrification through the preserving action of deposited calcium carbonate. They made more than a hundred analyses of the bones of animals and humans found in ancient tombs and shell mounds. The results were published, with credit to the participating students, in School Science and Mathematics and in Scientific Monthly.

"Smoky," the school's jungle frog, became a celebrity when Vinton detailed the frog's history and diet of young iguanas, snakes, and vampire bats in National Geographic magazine in 1938.

Oscar, a pet boa constrictor,



Mr. Vinton

was born in the school laboratory 19 years ago and is probably the most-studied snake in the world. During World War II, Oscar, whose squeeze is worse than his bite, provided dramatic emphasis to Vinton's lectures to servicemen on survival in the jungle. Vinton estimates he spoke to more than 50,000 Panama-based soldiers, sailors, and marines during the war years.

### Authors Many Articles

Articles by Vinton have appeared in the American Journal of Surgery, Natural History magazine, Herpetologica, Nature magazine, School and Society, and Secondary Education. He has written about his adventures in the jungle classrooms in his recent book "The Jungle Whispers," published by Pageant Press, N. Y.

Vinton is a charter member and past-president of the Atlantic Teachers Union, Local 228, and a former vice-president of the other Zone teachers' Union, the Balboa C. Z. Federation of Teachers, Local 227.

He considers AFT membership a routine part of a teacher's life. "It is difficult," he comments, "to imagine any other system of reviewing and adjusting the inter-related problems of the teacher, the community, and the school administration."

### Cited for AFT Service

Last year, when William P. Swan, then AFT vice-president, was visiting the Canal Zone Locals, he presented Vinton with an award for 25 years of continuous service to the AFT.

## Humboldt 1203 Sparks a New Credit Union

EUREKA, Calif.—The public school employees of Humboldt county are starting the new school year with a going credit union because of the efforts last spring of the Humboldt County Federation of Teachers, Local 1203, and Roy Ockert, its credit union chairman.

Seven teachers from the Eureka junior and senior high schools—including Ockert, Vas

Arnautoff, HCFT president, Jerry Colivas, Local vice-president, Alta Gordon, and Spencer Thure, as well as non-unionists Vincent Smith and Harold Snelgrove—signed the charter for the Humboldt Teachers Federal Credit Union.

At an organizational meeting, Ockert and Miss Gordon were elected to the five-member board of directors, and Colivas and Donal J. Schleunes were named to the three-man credit committee.

In opening membership to all school employees, HCFT spokesmen made it clear that every effort was made to "ensure that it would be free of domination by any group—including our own."

## Teaching May Be Looking Up in City of the Angels

LOS ANGELES, Calif.—Teachers here won an average salary increase of 6 per cent for 1957-58, but they aren't exactly over-joyed about it.

Negotiations—if they can be called that—go back to the first of the year when teacher organizations informally presented their request to Superintendent of Schools Ellis A. Jarvis.

The Los Angeles Teachers' Union, Local 1021, said that a schedule calling for \$5,000 to \$9,550 in ten steps would be the least needed to attract new teachers and hold the old ones.

The figures recommended to the Board of Education by the superintendent and his staff range from \$4,500 to \$8,250, which the Board adopted. The minimum is up from \$4,250 and the maximum up from \$7,800.

### Maximums Too Distant

Unfortunately, the time necessary to reach the top scale remains the same—a weary 15 years, at least, plus a Master's and a PhD or 112 units of study.

To dramatize teacher resentment against such a long "apprenticeship," AFT member John Skadberg, attired in white wig and long, flowing beard (provided by the Screen Makeup Artists Guild), paraded with a

sandwich board proclaiming, "I'm a teacher who finally reached maximum," before an open salary hearing at Board headquarters.

After the superintendent had set his \$4,500-\$8,250 scale, it was obvious that the Board, which by then contained one "lame duck" member and another who was about to be voted out of office, was not going to raise its sights.

AFT Salary Chairman Bill O'Donnell, at another meeting of the Board, told its members, "In the period of the greatest prosperity this country has ever known, boards of education are approaching salaries on a depression basis."

### Board Members Unseated

Much of the spirit of the salary drive this year was drained off to the successful campaign to unseat two arch-conservatives of the Board of Education, Ruth C. Cole and Edith K. Stafford.

Teachers by the thousands

rang doorbells and poured money into the coffers of the Committee for Better Schools, composed of a wide segment of the community, including all major teacher organizations, the AFL and CIO, religious groups, and business and political representatives.

They succeeded in electing both their candidates, Dr. Ralph Richardson and Mrs. Mary Tinglof, who joined Mrs. Georgiana Hardy, elected by the group two years ago, to form a more liberal bloc on the Board.

While the election ended before salaries were officially voted upon by the Board, a quirk in the law enabled the two "lame duck" members to prevent reconsideration of salaries after the new members took office July 1.

With three members now on the Board elected mainly through the efforts of teachers, things may be looking up for Los Angeles. While teachers don't expect any overnight miracles, they do expect a better atmosphere in the next few years.

Then, perhaps, teachers can look forward to real negotiations.

## ESFT Appeals Pension Cut To High Court

ALBANY, N. Y.—The Empire State Federation of Teachers is taking into the New York State Court of Appeals—the state's highest court—its case against the action of the New York State Teachers Retirement Fund board reducing teachers' pensions.

With the aid of an AFT Defense Fund grant, the ESFT is appealing decisions in the state Supreme court and its Appellate division which upheld the retirement board's reduction in 1946 of annuity rates on grounds of "actuarial soundness."

### Contend Reduction Illegal

The appeal is being brought in the names of ESFT President Eliot Birnbaum and Mrs. Mildred Cate, both members of the Syracuse Federation of Teachers, Local 905, who contend the board's action was illegal and that mortality tables used in 1940, when the present state constitution went into effect, should be the basis for teachers' pensions.

The appeal incorporates "the intent expressed" at the state constitution convention that pension "benefits may not be diminished or impaired" and that all deficits be made up by increased contributions to the retirement fund by the various localities.

### Would Raise Allowances

A victory for the ESFT in getting the annuities re-established at their original rates would raise the retirement allowance about five per cent for most current teachers, as well as for others now retired.



Ralph Ferguson (left), mayor of Anderson, Ind., and Earl Utterback, Indiana state senator, shown here with Ray Sherman (right), president of the Anderson Federation of Teachers, Local 519, as well as members of Locals in Indianapolis, Elwood, Muncie, Kokomo, Hartford City, and Mississinewa, were guests at the annual banquet of the Anderson teachers' union. The speaker was Carl J. Megel, AFT president and a native of Indiana.

## New York Teachers To Vote On Social Security Plan

ALBANY, N. Y.—Teachers in New York state are scheduled to vote this month in the first of two referenda

to determine whether they want OASI (social security) coverage fully supplemental to their state retirement benefits.

The Empire State Federation of Teachers fought a single-handed battle against the administrator-dominated New York State Teachers Association to get the social security bill through the state legislature.

### Predicts Adoption

Eliot Birnbaum of Syracuse, ESFT president, predicted that New York teachers would reject the NYSTA "distorted and fear-provoking propaganda" and vote for social security.

This month's referendum is the crucial vote. If a majority of the teachers in the New York State Teachers Retirement system vote for social security, it will go into effect Jan. 1, 1958.

In a December referendum, those who voted "yes" this month will be allowed to make a choice, as individuals, on OASI coverage. However, lack of a majority in the September vote would kill social security for all New York teachers.

### School Boards Polled

This past summer, all state school boards were required to declare whether or not they would pay for retroactive coverage of their teachers. A year-and-a-half of retroactivity, the maximum allowed, would make teachers retiring this year eligible for full social security benefits.

While coverage would be optional for those now teaching, new teachers would automatically come under the plan.



Mr. Birnbaum



**Innovational:****Teachers and Board Members Join in Bargaining Session**

NEW BRUNSWICK, N. J.—An "important first step toward educating school board members for the need of collective bargaining with their teachers" was taken here this summer by the New Jersey State Federation of Teachers in a conference on "Collective Bargaining in Public Education."



Mr. Goff

The conference, co-sponsored by the Rutgers Institute of

Management and Labor Relations, was attended by 150 union teachers and their guests, members of New Jersey school boards.

Aaron Goff, organizer of the conference and a vice president of the state teachers' federation, described the all-day meeting as a pioneering move to acquaint both teachers and board members with the tools and processes of negotiation.

**Spero, Megel Speakers**

Principal speakers were Dr. Sterling Spero, professor of public administration at New York University, who described "the archaic legal structure surrounding the rights of public

**East Detroit Strengthens Bargaining**

EAST DETROIT, Mich.—East Detroit teachers have salary increases this school year of \$200 at the minimums and \$500 at the maximums and, in winning them, the East Detroit Federation of Teachers, Local 698, strengthened its right to negotiate with the school board.

When the school board offered a \$200 across-the-board increase, the Local charged that there had been no negotiations with teachers and threatened to call in the State Labor Mediation board.

"The pressure of this," Miss Greta Buell, then president of the Local, said, "forced the board into negotiations in which we won additional gains."

The new East Detroit BA salary range is from \$4,500 to \$6,700 and, for MA's, from \$4,800 to \$7,000, with both maximums reached in 12 years.

**Delaware, Wilmington Pay is Upped**

WILMINGTON, Del.—Wilmington teachers started the fall semester with salary increases ranging from \$400 at all minimums to \$900 at the MA plus 30 credits maximum.

The new BA starting salary is \$4,100 and the maximum, increased \$500, is \$6,400, achieved in 14 years. The new MA or equivalent minimum is \$4,500 and the maximum after 14 years is \$7,000, an increase of \$700. The MA plus 30 credits lane starts at \$4,900 and goes to \$7,600, up \$900 from previously, in 15 years.

F. Earl McGinnes, Jr., AFT vice-president and president of the Federation of Delaware Teachers, Local 762, said the increases were \$200 less than the proposals made to the school board by the union.

At the state level, the legislature passed \$400 increases in minimums in the state-supported schedule, which is believed by McGinnes to be "the highest uniform statewide teachers' schedule in the country." Individual districts, as in Wilmington, may supplement the basic schedule paid by the state.

The state minimums, with the \$400 increases, are now \$3,200 for non-degree teachers, \$3,600 for BA's, \$4,000 for MA's, \$4,400 for MA plus 30 credits, and \$4,800 for PhD's.

While the maximums of \$5,100 for non-degree teachers, \$5,500 for BA's, \$5,900 for MA's, \$6,300 for MA plus 30 credits, and \$6,700 for PhD's remained the same, McGinnes pointed out that many districts started paying them for the first time this fall.

At the New Jersey State Federation of Teachers conference on collective bargaining: Mary C. White, president of the state teachers' federation and of the Perth Amboy Teachers Union, Local 857, and E. E. McMahon, dean of the Rutgers extension division.

employees," and Carl J. Megel, AFT president, who urged "collective bargaining and collective cooperation."

Speaking at the conference luncheon, Megel declared:

"Teaching certainly is a profession, but teachers are wage-earning professionals. The school administration that refuses to negotiate and bargain with its teachers, does not do so in good faith, but employs a 'dodge' that harms the schools as much as teachers."

**Workshop on Techniques**

Workshop sessions considered various techniques of negotiation, arbitration, and processing grievances. A panel on "Practical Problems of Collective Bargaining," chaired by Goff, included Vincent Young, president of the Newark Teachers Union, Local 481, Dr. Carlton Lebow, president of the West New York (N. J.) board of education, and Assemblyman Maurice Brady of the New Jersey legislature.

**More Than Average Salaries Are Not Yet High Enough**

OAK PARK, Mich.—James N. Pepper, school superintendent here, has found that teacher salaries higher than the current average are as yet not high enough to guarantee an adequate supply of teachers.

Pepper spent the summer filling more than 50 vacancies in his 160-teacher staff, with the

10 vacancies at first- and second-grade level being the last and hardest to fill.

"For the first time in two years," Pepper said, "I had to look outside the state for teachers." Oak Park teacher salaries range from \$4,400 to \$7,000 for BA's and from \$4,700 to \$7,300 for MA's.

**Detroit, 231, Blocks 'Merit,' Calls Pay Raise Too Small**

DETROIT, Mich.—Detroit teachers this school year are still on a single salary schedule—one containing a \$250 across-the-board increase—since the Detroit Federation of Teachers, Local 231, moved vigorously against a "master teacher" proposal by Dr. Samuel M. Brownell, school superintendent, which would have provided the opening wedge for merit rating.

Dr. Brownell "postponed" his merit plan after DFT spokesmen appeared before the school

board to register unequivocal opposition.

The \$250 increase, recommended by Dr. Brownell, was adopted by the board, however, despite a protest march by 800 DFT members to the board meeting hall to press their demand for a \$5,000 to \$10,000 BA schedule and \$5,500 to \$11,000 for MA's. The board promised to re-open the subject of salaries if more funds became available.

The increase makes the 1957-1958 BA salary range \$4,500 to \$7,000 and, for MA's, from \$4,750 to \$7,250, both maximums achieved in nine years. The schedule also includes a \$150 longevity increment after 30 years of service.

**Pennsylvania Improves Sick Leave and Sabbatical Pay**

HARRISBURG, Pa.—In the session of the state legislature ended recently, the Pennsylvania

Federation of Teachers was reported by Miss Margaret Root of Philadelphia, its executive secretary, to have secured laws providing:

An increase of sick leave days to 10 and cumulative to 30. (The Federa-

tion had asked for cumulation to 90.)

A raise in maximum pay allowed for sabbatical leave to \$3,000 from \$2,500.

The "opening" of teachers' personnel records.

Improvements in retirement provisions.

The free choice by teachers of their own physicians in post-employment examinations.

In addition, the PSFT, with the help of organized labor, succeeded in bottling up a merit rating bill in committee.



Miss Root

**Toledo Advance Awaits Referendum in November**

TOLEDO, Ohio—Toledo teachers won't know until Nov. 5 whether they started this school year with \$600 across-the-board salary increases.

Nov. 5 is the date of a school levy referendum, and the \$600 increase, which would be retroactive to Sept. 1, is dependent upon passage of the higher levy. The Toledo Federation of Teachers, Local 250, whose demands for pay increases forced the school board into the referendum, is leading the drive for passage.

Backed by the Toledo Central Labor Union and the United Labor Committee, Local members have addressed meetings of every AFL-CIO union in Toledo. All voters have been checked for voter registration.

**Appeal to Public**

TFT members have appeared on television and radio programs to state the need for the first teacher salary increase in five years, and the teachers' union is working closely with a

non-partisan committee of prominent Toledo citizens.

Carl A. Benson, president of Local 250, declared: "We expect to win."

Victory in the referendum would make the BA range \$4,000 to \$6,400 and, for MA's, \$4,000 to \$6,600, with both maximums achieved in 12 steps.

**Union Forced Issue**

The referendum is the climax of a series of events that began early last spring when the school board indicated that another year without a pay raise was in prospect. The Toledo teachers' union then served notice on the board that it would not support additional school building levies unless a \$600 salary increase were granted.

The board capitulated, but it took another strong presentation by Benson, leading a delegation of Local members and Toledo labor leaders, to make the conditional increase effective in September instead of early in 1958.

**Maine Limits Class Loads And Increases Teachers' Pay**

AUGUSTA, Me.—This year's Maine legislature took an important first step toward obtaining a better supply of qualified teachers when it enacted a foundation program that raises state-supported minimum salaries and limits class loads.

State supported minimum salaries were raised from \$2,400 to

\$3,000 for BA's and \$3,200 for MA's.

New legislation requires a kindergarten or pre-primary grade, and limits class loads to 30 for elementary schools and 25 for high schools.

The state sales tax was increased from two to three cents to finance the program.

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## Indianapolis Pay Increased, Union Rejects Merit Trade

INDIANAPOLIS, Ind.—The 2,900 teachers of Indianapolis went back to school this fall under the shadow of merit rating, as yet unimplemented, which has driven prospective teachers from the city's schools despite salary increases of \$250 to \$700 for the 1958 calendar year.

Increases of \$250 at the minimums will make 1958 starting salaries \$4,050 for BA's and \$4,250 for MA's. Due to the shortening of each lane by one step, the BA maximum of \$6,300 will represent a \$650 increase at the 15th year and \$500 more than the 1957 maximum achieved in 16 years. The MA maximum of \$6,900 will be \$700 higher at the final 17th step and \$550 above the former 18-step 1957 maximum.

Ed Andrews, president of the Indianapolis Classroom Teachers Association, Local 581, noted that the school board resolution containing the new schedule made no mention of the merit rating proposal passed hastily for future implementation by the board last spring.

### Teachers Reject Rating

Prior to the increase, the Local's salary committee presented a demand for a \$4,500 to \$8,500 salary range and was asked by the board if the teachers' union would accept merit rating if the committee's schedule was adopted. The union refused the "offer" with a statement on the disastrous effects of merit rating on school systems in which it has been tried out.

A committee that was set up by the school board to work out details of implementation of a merit schedule is expected to resume work later this month.

Andrews, commenting on the effects of the proposed plan, declared:

*"The threat of a merit system has caused a lowering of teaching morale. A few 1957 graduates accepted contracts with the Indianapolis schools this school year, but returned them to take other positions. When we asked them for an explanation, they commented: 'Why should we start in a school system that may install merit pay?'"*

"Undoubtedly there are many others who would have joined our teaching ranks but decided to go elsewhere."

### IEA on Fence

With the non-union Indianapolis Education Association keeping an "open mind" on the subject after having called it "commendable" earlier, the Indianapolis teachers' union has stood alone against the attempt to install the rating system and has been singled out in editorial attacks by the reactionary Indianapolis Times for its stand.

The Local's executive board answered the attack with a statement on the unworkability of merit rating and its history of failure, and closed with the following question:

*"What are the true reasons for dictatorially forcing subjective merit rating upon a profession that does not desire it?"*

Carl J. Megel, AFT president, in a letter to the paper on the "educationally unsound" plan, said it "would not relieve the teacher shortage and would further deplete the city's school staff."

## Waukegan Locals Get Higher Salary

WAUKEGAN, Ill.—Both elementary and high school teachers here started this school year with up to \$450 salary increases.

The new schedule for Waukegan high school teachers starts BA's at \$4,200, a \$450 increase, and has a BA maximum of \$6,200, up \$400, after 15 years. The new MA starting salary was increased \$350, making it \$4,400, and the new maximum, after 15 years, is \$7,000, an increase of \$300.

Teachers in the elementary schools, dealing with a separate school board, have new BA starting salaries of \$4,050, a \$150 increase, with a maximum, after 11 years, of \$5,550, an increase of \$450. MA's start at \$4,400, up \$300, and reach, in 19 years, \$6,550, a \$450 increase.

Both Waukegan school boards dealt with faculty salary committees which, for the high school, consisted of seven members of the Lake County Federation of Teachers, Local 504—Melba Wixom and Ott Bay, co-chairmen; Julien Hills, Robert Nickel, Al Remde, Sam Filippo, and Margaret Perucca. Wallace J. Wheeler represented the Local on the elementary school faculty negotiating committee.



The Gary (Ind.) Teachers Union, Local 4, celebrated its twentieth anniversary at a dinner honoring long-time leader Ann Maloney, a former AFT vice-president, past-president of the Local, and the legislative representative of the Indiana Council of Teachers Unions. Bearing gifts for Miss Maloney (center) are, from left, Joseph Landis of Cleveland, past-president of the AFT; Hazel Grieger, president of the Gary Teachers Union; Mrs. Mildred Scott, past-president of the Gary Local; and John M. Fewkes, president of the Chicago Teachers Union, Local 1. An AFT citation for meritorious service was presented to Miss Maloney by Mrs. Marie L. Caylor, editor of the American Teacher publications, representing Carl J. Megel, AFT president.

## New Salary, Leave Pay Won in Gary

GARY, Ind.—The Gary Teachers Union, Local 4, is responsible for the salary increases of up to \$460 Gary teachers are getting this school year.

The Gary Local won a new schedule that starts BA's at \$4,400, a \$300 increase, and reaches \$6,860, up \$460, in 16 years. The MA minimum was increased by \$300 to \$4,600, and a \$460 increase made the maximum \$7,260, achieved in 18 years.

The Local's salary committee, consisting of Ann Maloney, chairman, William P. Swan, Margaret Labb, Hazel Grieger, and Mildred O'Laughlin, also negotiated a sabbatical leave clause which allows tenure teachers half the starting MA salary for their year of leave.

Also, all teachers who were in the armed forces will now be allowed full credit for their service, up to two years.

### Ft. Wayne Increase

FT. WAYNE, Ind.—Salary increases of from \$100 at the minimums to \$400 are in effect for Ft. Wayne teachers this fall.

Teachers this fall as the result of gains achieved by the salary committee of the Ft. Wayne Teachers Council, Local 700.

Dave Cramer, chairman of the salary committee, said the new BA starting salary is \$4,000 and the maximum of \$6,750, increased \$350, can be reached in 17 years. The 1957-1958 MA minimum is \$4,200 and the maximum, with a \$400 increase, is \$7,200, achieved in 18 years.

The schedule provides a \$100 increment after 20 years of service.



Mr. Cramer

## Moline Wins \$300 Across Board Raise

MOLINE, Ill.—Partial success in a school levy referendum, in which the Moline Federation of Teachers, Local 791, played an important part, has made it possible for Moline teachers to return to school this fall with \$300 across-the-board salary increases.

After an \$800,000 building bond issue and building tax rate increase were voted down last December, the teachers' union and other groups succeeded in getting the proposals on another ballot.

The Local, led by Rosalie Kraus, then president, conducted an active campaign, with members addressing labor unions and other groups. Building and equipment money was voted this time, but a nine-cent increase in the school building tax was again rejected.

With the \$300 increase, the BA range is now \$3,800 to \$5,400, the maximum achieved in 15 steps. The MA schedule goes from \$4,000 to \$5,800 in 17 steps.



Delegates confer between convention sessions: From left, Vivian G. Barry, Chicago Teachers Union, Local 1; Geraldine McGinty of Maywood, Ill., West Suburban Teachers Union, Local 571; Charles W. Miller, Gary (Ind.) Teachers Union, Local 4; and Anita Murray, Denver Federation of Teachers, Local 858.

## Florida Spends \$100 Million On Schools, Teachers' Pay

JACKSONVILLE, Fla.—Florida is spending more than \$100 million this school year, mainly for teacher salaries, to raise the level of its educational system.

That amount was voted by the state legislature this past summer in a "package plan" law which provided for the following:

*A minimum teacher salary of \$4,000 for teachers attaining continuing contract status in their fourth year.*

*A minimum of \$5,000 for teachers after ten years. The 1956-1957 AFT salary survey showed only Broward county (Fort Lauderdale) with a BA maximum higher than this figure.*

*An increase of \$300 in the state supported starting salaries, which are now \$3,400 for BA's and \$3,850 for MA's.*

To bring all county-districts up to these minimum salary levels, the legislature appropriated \$79 million, and an additional \$23 million has been set aside as matching funds for school building construction.

Mrs. Mary Shad Button, president of the Jacksonville Teachers Federation, Local 516, pointed out that Jacksonville teachers, under the new law, will get salary increases of as high as \$1,200.

With the new state support, Jacksonville BA's now start at \$3,500, an increase of \$300, and reach \$5,492, up \$1,200, in 17 years, and MA's range from \$3,850 to \$6,094 in the same number of years, with a \$300 increase at the minimum and \$1,200 at the maximum.

### Labor Supported Bill

Mrs. Button called the new law the "greatest advance in Florida education" since the Minimum Foundation program was established in 1947, and gave credit for its passage to Frank G. Roche, president of the Florida Federation of Labor, and C. S. Bennett, president of the Jacksonville Central Labor union, as well as to members of the Jacksonville Teachers Federation.

## Three-Year Raises Subject To Referendum 'Outmoded' Cleveland Pay Increases

GRANITE CITY, Ill.—Schedules for the next three years carrying salary increases of up to \$850 and a \$300 across-the-board raise for 1957-1958 have been negotiated by the Granite City Community Federation of Teachers, Local 743—but are dependent upon success in a school tax referendum this fall.

In addition, Miss Ella R. Smith, president of the Granite City Local, reported the achievement of a long-sought goal in the 1958-1959 and 1959-1960 schedules with the elimination of three steps from the BA lane and six from the MA.

With the 1957-1958 \$300 across-the-board increase, the BA range is now from \$4,250 to \$5,650 in 14 steps and, for MA's, from \$4,550 to \$6,250 in 17 steps.

In 1958-1959 and 1959-1960, BA's will go from \$4,500 to \$6,000 and MA's from \$5,100 to \$6,500, with both maximums reached in 11 steps. The MA minimum on this schedule is \$850 higher than it was in 1956-1957.

CLEVELAND, Ohio—Salary increases for Cleveland teachers effective this school year were already "outmoded" by the time they went into effect.

Paul A. Corey, president of the Cleveland Teachers Union, Local 279, told his school board in requesting an immediate \$400 increase for all teachers.

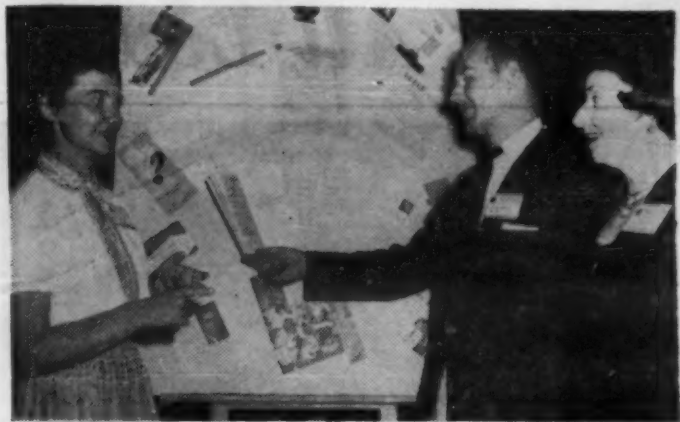
Under the new schedule, the BA starting salary of \$4,000 was not increased. The maximum of \$6,400, reached after 11 years, represents a \$300 increase. The MA minimum is \$4,200, a \$200 increase, and the maximum, after 13 years, \$6,900, an increase of \$400.

Though the Cleveland Teachers Union spearheaded the drive that led to the adoption of the present schedule, Corey declared the salary increases granted were "inadequate."



Mr. Corey





Snapped at AFT convention display of membership aids are, from left, Mary Hagelin, secretary of the Richfield (Minn.) Federation of Teachers, Local 1204; Ed Andrews, president of the Indianapolis Classroom Teachers Association, Local 581, and Margaret M. Callahan of the Boston Teachers Union, Local 66.

## Eighty-three Percent Cities Pay for Some Extra Duties

CHICAGO, Ill.—Eighty-three per cent of the nation's larger school districts provide extra pay for at least some extra curricular activities, according to the results of a survey just completed by Miss Mary Herrick, AFT research director.

Identical percentages were arrived at from two sources of information. Superintendents of 508 districts, comprising 38 per cent of those with over 10,000 population, replied to questionnaires. Their answers showed that 17 per cent paid for no extra-curricular activities; 83 per cent paid for some.

### AFT Locals Agree

Identical percentages came from data collected from about half the AFT Locals. This more-detailed data disclosed 83 per cent of districts paying for "extras." Twenty-two per cent pay for athletic service only. Others

listed the following paid services:

Dramatic coaching, 45 per cent; supervision of annual, 28 per cent; music direction, 26 per cent, and newspaper supervision, 22 per cent.

Lesser percentages were reported for debate coaching, ticket taking, senior advisers, club sponsorship, and supervision of lunch hours.

### Larger Cities in Line

Miss Herrick's report, sent to all AFT local presidents, showed that percentages for the 40 largest cities, of which 37 furnished information, followed national averages closely.

Eleven such cities paid athletic coaches only, twenty also included other activities, and six did not provide for extra-curricular payment although, in some cases, schedule adjustments were made.

### Public Relations Pays

KEARNY, N. J.—A vigorous job of "reaching the public" by the Kearny Teachers Union, Local 908, has resulted in a \$500 across-the-board salary increase for Kearny teachers effective this fall.

The new schedule provides for a BA range of \$4,000 to \$6,700 and, for MA's, from \$4,300 to \$7,000, with both maximums achieved in 14 steps.

At a dinner called to celebrate the new schedule, Albert J. Gaul, president of the Local, said, "We've been doing a better job than ever before in reaching the public. We brought our problems to them by every medium of communi-



Mr. Gaul

cation we could use: ads, discussions, postcards through the PTA council. The resultant understanding encouraged the mayor, school board, and town council to approve the increase. "Increased activity is the key to increased improvement."

### Hammond Up \$200

HAMMOND, Ind.—Hammond teachers will start 1958 with \$200 across-the-board salary increases.

The new schedule will have a BA range of \$4,200 to \$6,800 in 14 years and, for MA's, from \$4,400 to \$7,200 in 16 years.

Arthur Gibson, president of the Hammond Teachers Federation, Local 394, said the Local approved the schedule after School Superintendent Lee Caldwell explained that lack of a "working balance" in the school treasury prevented the increase being effective in the fall.

### East Chicago

From Page 1

In addition, longevity increments of \$152 at the 20th and 25th years make the top BA salary \$7,182, and increments of \$114 and \$152 at the same steps result in a top MA salary of \$7,638.

The new schedule was negotiated by a committee consisting of Charles Buckley, now president of Local 511; John Souter, then president, and Miss Grace Nesbit.

Souter, while expressing satisfaction with the increased starting salaries, declared:

"We are fortunate in being located in a strong union town where organized labor can give maximum support to the needs of teachers. The Local's plans for the future include a program for obtaining more adequate fringe benefits and for raising maximums sufficiently so that the rest of this nation can look up to us for the entire schedule—not just the minimums."

## Board Ups Pay, Local Opposes Two 'Gimmicks'

EDINA, Minn.—Across-the-board salary increases of \$200 were obtained for this school year by the Edina-Morningside Federation of Teachers, Local 1172, for teachers in this Minneapolis suburb.

The new schedule goes from a BA minimum of \$4,050 to a maximum of \$6,650 in 14 steps. The new MA minimum is \$4,400, and the maximum of \$7,000 is also reached in 14 steps.

In granting the increases, the school board suggested that consideration be given to a merit rating system or a separate schedule for men teachers. Richard T. Scanlon, president of the Local, commenting on the "suggestion," said:

"A special committee of our Local spent a busy summer 'considering' these two related devices, and the extensive research will be used to acquaint the board with their worthlessness."

### Increases in Joliet

JOLIET, Ill.—Salary increases of \$100 to \$400 recommended by the Will County Federation of Teachers, Local 604, last spring are in effect this school year for teachers in Joliet Township high school and junior college.

The new BA range of \$4,100 to \$7,200 and the MA range of \$4,400 to \$7,500, with both maximums reached in 15 years, incorporate \$100 increases at the minimums, a \$200 increase for second-year teachers, increases of \$300 for third-year teachers, and \$400 increases for the remainder.

Miss Florence Grab, president of the Local, said that a faculty salary committee, chaired by a Local member, Benjamin Day, and consisting mainly of AFT members, followed the recommendations of the teachers' union in presenting the schedule adopted by the school board.

For teachers in the Joliet elementary schools, dealing with their own school board, 1957-1958 is the second year of a two-year job of getting everyone on a new schedule won last fall. In the process of adjusting the entire staff to the single salary schedule, some teachers have gained as much as \$600 this year.

The schedule ranges from \$3,700 to \$5,900 for BA's and from \$4,000 to \$6,300 for MA's, with both maximums reached in 13 steps.

### La Porte, \$300-\$500

LA PORTE, Ind.—Salary increases of from \$300 at the minimums to \$500 at the maximums are in effect this school year for La Porte teachers.

The current BA schedule starts at \$4,100 and goes to \$6,000 in 15 years. The MA minimum is now \$4,200, and the maximum, \$6,500, achieved in 16 years.

Roger Munson, president of the La Porte Teachers Federation, Local 714, reported that the Local's salary committee also won improvements in sick leave policy, including a provision allowing three of the annual ten days to be used for emergencies such as serious illness in the immediate family or personal business. Sick leave days are cumulative to 90.

### Utah Court Rules

## School Board Practices Can Establish Teacher Tenure

SALT LAKE CITY, Utah—The Utah State Supreme court has ruled against Mrs. Wilmoth J. Rees in her appeal from dismissal by the Murray City school board but, at the same time, clearly stated that teacher tenure can be established by school board practices and regulations even though Utah has no state tenure law.

The decision noted that Mrs. Rees "could have obtained tenure . . . by the policies, rules, and regulations of the board, which would have, by implication, become a part" of her contract. The court ruled, however, that Mrs. Rees was not a tenure teacher, despite five years of service, because of a board regulation against permanent

status for married female teachers.

Mrs. Rees, a home economics teacher fired for her "interest" in a teachers' union, had maintained in her appeal, financed in part by an AFT Defense grant, that the "married female" regulation was applicable only when a single teacher was available for the job, that there had been improper notice of dismissal, no statement of causes, and no provision for a hearing.

Atty. A. W. Sandack of Salt Lake City, who represented Mrs. Rees, commenting on the decision, said:

"While Mrs. Rees personally gets little aid in her three-year fight for re-instatement, the decision, with its stand on tenure by implication, represents a victory for Utah teachers."

### Raise Follows Tax

MANSFIELD, Ohio—Mansfield teachers have "paper" increases of up to \$900, and actual increases of up to \$650 this fall as the result of a successful school tax referendum last winter in which the Mansfield Federation of Teachers, Local 703, with the cooperation of other Mansfield unions, proved to be the decisive factor.

The additional tax money enabled the school board to set up a new schedule which makes the BA starting salary, with a \$500 increase, \$3,900, and the maximum after 15 years \$5,900, a \$900 increase. The MA range is from \$4,100, increased \$600, to a maximum after 15 years of \$6,300, a \$900 increase.

Robert Siebert, president of the Mansfield teachers' union, pointed out that three steps were added to the schedule, and that teachers at the maximum the last school year would not reach the new maximums for another two years.

### Results Draw Members

DULUTH, Minn.—This school year's \$400 across-the-board salary increase negotiated by the Hermantown Educational Association, Local 1096, is increasing the membership in the Local, according to Sigurd Erickson, its president.

Erickson noted that less than 85 per cent of the teachers in Hermantown school were members when school started, but that the Local, because of salary successes, would probably reach 100 per cent membership soon.

The BA schedule now goes from \$3,600 to \$5,400 and the MA range is \$3,900 to \$5,700, both maximums reached in nine years.

### Union Gets Results

LA SALLE, Ill.—Action by the La Salle Peru, Oglesby Federation of Teachers, Local 1243, has resulted in salary increases this year of from \$300 to \$475 for teachers in the La Salle-Peru high school and junior college.

The new BA starting salary, with a \$300 increase, is \$4,100 and the maximum, after five years, is \$4,725, an increase of \$325. A raise of \$350 brings the MA minimum to \$4,475. The new MA maximum of \$6,350, reached in 15 years, represents a \$475 increase.

W. R. Schultz, president of the Local, said the increases

## New Jersey's State Floor Now \$3,800

TRENTON, N. J.—The New Jersey legislature ended recently raised state-supported teacher minimum salaries by \$600 as a move toward the professional salaries demanded by the New Jersey State Federation of Teachers.

The new BA starting salary of \$3,800 goes up by \$200 increments, instead of the previous \$150, to \$5,800 in 11 years. The MA range is \$4,000 to \$6,200 in 12 years.

Ben Epstein of Newark, legislative representative of the New Jersey Federation, said: "While we supported all moves to improve salaries, we were fighting for a schedule high enough to eliminate predatory competition between school districts for teaching personnel."

### Raise Begins in 1958

FAIRVIEW, N. J.—Fairview teachers will have to wait until the 1958-1959 school year for any improvement in one of New Jersey's lowest schedules.

In September, 1958, the present BA minimum of \$3,000 will be raised to \$3,600, and the 14-year maximum from \$5,300 to \$5,900. An \$800 increase will raise the MA minimum to \$3,800 and the maximum, up \$700, will be \$6,300, achieved in 16 years.

The changes were not possible for this school year because the present school budget had been approved in a school election in February.

Mrs. Jean Gandell, president of the Fairview Federation of Teachers, Local 1116, declared: "While the gains we achieved were not spectacular considering how far we have to go, we did score one important point—for the first time we were able to negotiate with the board. A committee from the Local met with the board and secured improvements in the tentative salary plan drawn up by the board."

were granted "solely through union action" after a meeting with the school board requested by the Local.



# School Wreckers Fight Aid at All Levels

## Big Business, Politicians Join to Block Financing

CHICAGO, Ill. — Three-way strangulation of the public school system is the emerging pattern of foes of increased financial aid at Federal, state, and local levels.

The big business forces and their political yes-men who campaign against Federal aid for education while working in the state capitols for decreased state aid are, at the same time, fighting attempts in local communities to pass bond issues and increase school tax levies.

As the growing classroom and teacher shortages foreshadow a greater crisis in education, organized business and manufacturing interests and their political collaborators are working long and hard against school rehabilitation at all levels of government.

### Cry Federal Control

On the national level, their campaign against Federal aid for education is conducted in the disguise of "preserving local control of education against Federal encroachment."

The actions and public statements of Gov. William G. Stratton of Illinois, whom Carl J. Megel, AFT president, has called "Public School Enemy No. 1," are typical of the pattern.

At this summer's governors' conference, Gov. Stratton said: "Our states and our local governments are perfectly capable of providing the necessary facilities for the education of our children." He stressed the responsibility of the states in aiding local school boards.

### Cuts State Aid

Then Gov. Stratton was given the opportunity to test the sincerity of his lip-service to state responsibility. The result was summarized by Megel as follows:

"Stratton's concern for 'home rule' was expressed when his legislative machine, at his command, forced a cut of \$49 million from the figure recommended by the Illinois School Problems Commission for state aid to schools."

The School Problems Commission had recommended a minimum state aid budget of \$276

million to keep the schools at their 1956-1957 levels. Gov. Stratton arbitrarily cut this figure to \$227 million and used all his political power to fight off attempts to raise it.

The Illinois governor is not an isolated example of this pattern of action. In every state capitol, there are powerful lobbies and office holders urging less state aid for schools and more "local responsibility."

### Fight Local Financing

But it is at the local level that the enemies of adequate public school financing make their strongest and most effective assaults. There they can and do speak through the mayor's office, from the city council chambers, and from the offices of boards of education, where they use such phrases as "confiscatory taxation," "inefficiency," "coddling of pupils and teachers," and "frills." Nearly every building bond issue and nearly every operating levy is opposed by the reactionaries in lavishly-financed campaigns.

Eliot Birnbaum of Syracuse, N. Y., president of the Empire State Federation of Teachers, who has seen and fought these foes of the public schools both in the New York state legislature and in local government, writes as follows:

"At the annual hearings on the state budget, opposition to increased expenditures for education invariably comes from groups such as the Empire State Chamber of Commerce, the Associated Industries of New York, the Buffalo and Rochester Chambers of Commerce, and similar 'tax-saver' groups."

### Opposition Organized

"The opposition is well-organized on a statewide basis by the New York State Citizens Public Expenditure Survey Inc., a 'research,' propaganda, and lobbying organization financed by the commercial and manufacturing interests. It issues a monthly newspaper, The New York State Taxpayer."

"Almost every issue," Birnbaum pointed out, "contains articles against Federal aid for education and some of its recent

headlines have been: 'Barnum Was Right—Federal Aiders Prove It,' 'Spenders Turn Out in Force for Budget Battle at (the state) Capitol,' and 'New York City Goes on a School Building Binge.'"

### De Facto City Rulers

Birnbaum described locally-financed branches of this statewide propaganda organization as "unelected de facto city governments," and added:

"The Syracuse Governmental Research Bureau at one time issued the city budget, including a board of education cut, before it was published by the city government. After exposure by the Syracuse Federation of Teachers, Local 905, it has become more circumspect, but no less active and influential."

"These behind-the-scenes governments," Birnbaum concluded, "must be exposed on local, state, and national levels."



Here's to Milwaukee, next year's AFT convention city: Bill Karnes of Phoenix, president of the Arizona Federation of Teachers Unions, Pat Plummer, California State Federation of Teachers, and Joe M. Lyons (right) of the Rockford (Ill.) Federation of Teachers, Local 540, click their punch cups with James L. Fitzpatrick, AFT vice-president, at Chicago pre-convention reception, and make plans to meet in 1958 in Milwaukee.

## WHO WILL BE

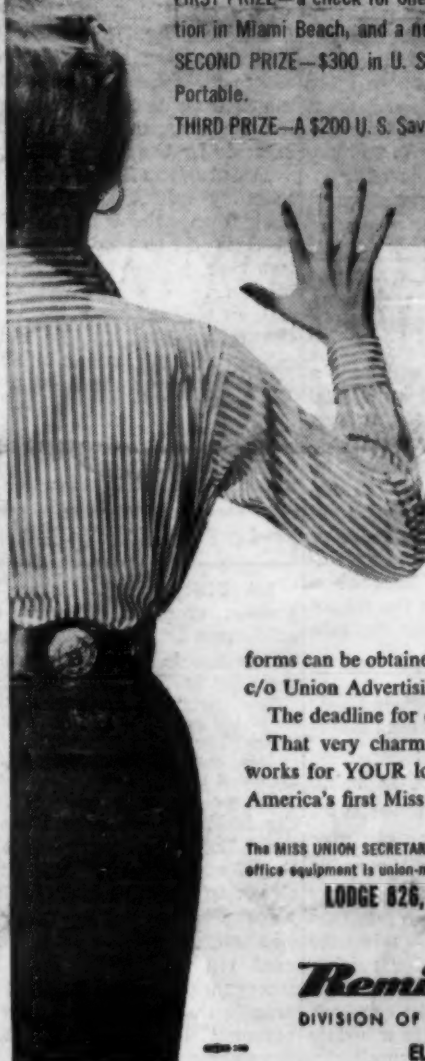
# "Miss Union Secretary of 1957?"



FIRST PRIZE—a check for one thousand dollars, a week's all-expenses-paid vacation in Miami Beach, and a new Remington Quiet-riter® Portable Typewriter.

SECOND PRIZE—\$300 in U. S. Savings Bonds plus a new Remington Quiet-riter Portable.

THIRD PRIZE—A \$200 U. S. Savings Bond and a new Remington Quiet-riter Portable.



"Miss Union Secretary" will be chosen on the basis of personality, efficiency and union interest. The contest is open to any female secretary or stenographer of a local, national or international AFL-CIO union, or affiliated body, in the United States. Contest rules require that the entrant has worked for the union for at least one year by August 1, 1957.

Official entry blanks, together with complete contest rules, are now being distributed to unions throughout the country. Additional

forms can be obtained by writing to "Miss Union Secretary Contest," c/o Union Advertising Service, 302 Fifth Ave., New York 1, N. Y.

The deadline for entries is October 1, 1957.

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New officers of State Federation Officers elected at annual AFT convention luncheon: Mrs. Virginia Williamson, Local 745, Newport, Ky., vice-president; Mrs. Harriet Pease, Local 803, Schenectady, N. Y., president, and Paul Myers, Local 581, Indianapolis, Ind., secretary.